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ABSTRACT

This report details the status of affirmative action in the California community colleges, recounting the actions taken by the colleges and districts to provide educational opportunities for underrepresented students. Introductory comments provide information about the report, the Affirmative Action Ad Hoc Committee, and data sources. The bulk of the report contains data showing 8-year trends by sex and ethnicity, new hires/promotions, compensation ranges, and age distribution related to the following: (1) executive/administrative/managerial staff; (2) professional/non-faculty staff; (3) full-time faculty; (4) part-time faculty; (5) secretarial/clerical staff; (6) technical/paraprofessional staff; (7) skilled crafts staff; and (8) service/maintenance staff. In addition, information is provided on opportunities for change and actions taken in 1983-85; separations/new hires/promotions by sex and ethnicity, compensation, and age distribution for the 106 community colleges; the 20 district offices; and the community college system as a whole. Definitions used in the Federal Higher Education Staff Information Survey are also included. (LAL)

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JC 870 069

Affirmative Action
in
California Community Colleges

Chancellor's Office
February 1987

Prepared under the direction of the Chancellor,
with assistance provided by the
Affirmative Action Ad Hoc Committee.

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CHANCELLOR'S OFFICE

CALIFORNIA COMMUNITY COLLEGES
1107 NINTH STREET
SACRAMENTO, CALIFORNIA 95814
(916) 445-8752

February 10, 1987

Dear Colleague:

This report details the status of affirmative action in the California Community Colleges and recounts what our colleges and districts have done to provide opportunities to what has come to be called the "underrepresented."

In addition, this report is far more than a litany of information and statistics; it signifies the continued commitment by the Board of Governors and my personal dedication to affirmative action policies that ensure equal opportunity for the system's more than 60,000 employees as well as those who seek to work in it. As evidence of our intent to move more aggressively in the pursuit of equality, we have prepared a document notably unique from any of its predecessors.

It is the first time the report has been prepared by an outside consultant who has a demonstrated long-standing commitment and competence in civil rights and affirmative action endeavors. The impressive background of the consultant selected includes participation in organizations such as N.A.A.C.P., The Urban League, La Raza, The Women's Equity Action League, The National Women's Political Caucus, The National Institute for Leadership Development of the American Association for Women in Community and Junior Colleges, and The National Organization for Women. Long before many civil rights and affirmative action issues became national buzz words, she was organizing statewide affirmative action conferences, marching and speaking and bringing into the educational system and segregated communities speakers such as Dr. Martin Luther King. For these and many similar reasons, Dr. Julie Stindt was selected to work closely with me to produce this report. Dr. Stindt brought to this project not only her valuable expertise but also her keen insights, untiring energy and tenaciousness. For all this I am grateful.

Second, the analysis furnishes the user with a more precise picture by offering greater depth and dissection of the information previously consolidated by districts, and now examines it separately for all colleges and district offices. Within these, in another change, we have for the first time presented in more detail the status of progress made among classified staff groups whose members are usually the initial contact on campus for our students.

The third significant change is what happens to the report once it is released. To guarantee that the effort does not end with this report, I have created an ad hoc affirmative action committee. The committee, under the leadership of Monterey Peninsula Community College District's Lester Johnson, is charged with the arduous task of considering the report's implications and making recommendations that will allow us to fully fashion and implement appropriate solutions.

February 10, 1987

In addition to this work, another noteworthy effort should be mentioned. All who have ever had the door unfairly closed upon them owe a special thanks to Agnes Robinson, the immediate past president of the Board of Governors, who through her own initiative conducted a statewide workshop on affirmative action.

I firmly believe that it is through having adequate information and through the persistent efforts of dedicated and idealistic people who bring to the problem a passionate as well as a professional commitment, that we will immediately begin to redeem the overdue promise of equal opportunity in the California Community Colleges.

Yours sincerely,

Joshua L. Smith

JOSHUA L. SMITH
Chancellor

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Affirmative Action In California Community Colleges: Employment, Promotion, Compensation and Age Distribution Data for all Full-time Employees

Chancellor's Office
February 1987

Employment, Promotion, Compensation, and Age Distribution Data for all full-time employees presented for:

One hundred six Colleges	1983-1985
Twenty District Offices	1983-1985
The Community College System	1977-1985

Prepared under the Direction of the Chancellor, with guidance and assistance provided by the Affirmative Action Ad Hoc Committee of Monterey Peninsula College. Membership:

Lester Johnson, Chair, Monterey Peninsula Community College District
Manuel B. Frias, Coast Community College District
Benita Haley, Santa Monica Community College District
Nancy Kast, State Center Community College District
Rodney Patterson, Los Angeles Community College District
Jose Perales, Napa Valley Community College District
Maria Sheehan, Saddleback Community College District
Samuel Ferguson, Ex-Officio Member, Monterey Peninsula Community College District
Julie Stindt, Consultant

All of the data used in these reports has been provided by the local districts to the Chancellery in the required Federal Higher Education Staff Information (EEO-6) Survey. The data has been compiled by the Chancellor's Office, Management Information Systems.

Care has been taken to ensure the accuracy of information contained in this publication and any error is unintentional; the information is subject to change or deletion without notification.

CALIFORNIA COMMUNITY COLLEGES
FALL 1985
AFFIRMATIVE ACTION REPORT

If not here, where?

If not us, whom?

If not now, when?

The written narrative in this report has been kept to a minimum because:

Systemwide, graphic displays and tabular summaries tell the story of affirmative action progress--or lack of it--in the California Community College system from 1977 through 1985.

Campus-by-campus, tabular data listing the numbers of persons in each of seven position categories by sex and ethnicity, ages and salaries, new hires and promotions, reflect past practices through the beginning of the Fall 1985 semester.

For each of the 106 colleges and 20 separate district offices, a statistical study of their full-time employees in seven position categories as reported on staff data reports, used to produce the Federal Higher Education Staff Information Survey (EEO-6), from Fall 1983 to Fall 1985 has been designed to provide three perspectives and supply information in answer to these questions:

1983-85: Separations, New Hires and Promotions Distributed by Sex and Ethnicity

Despite increasing costs, enrollment declines, budgetary and other constraints that may have precluded hiring additional full-time employees, how many opportunities to augment staff were available to each college and district office through employee separations, and what was the practice when replacing them with new hires or internal promotions?

1985: Annual Salary Distributed by Sex and Minority/Majority

When Fall 1985 full-time employees were assigned to one of seven job categories and their salaries distributed within the category, were there evidences of either inappropriate placement or remuneration within those categories (which could skew systemwide data showing affirmative action progress) and/or did any patterns of disparate treatment because of sex or ethnicity become apparent?

Beyond 1985: Distribution by Age, Sex, Minority/Majority

What information concerning existing staff could be supplied to colleges and district offices to enable them to anticipate employee retirements and plan for whatever action is necessary to ensure that replacements through new hires or in-house promotions address affirmative action needs?

Information About the Committee

The committee members whose names appear on the first page of this document were jointly appointed by Chancellor Joshua Smith of the California Community Colleges and Superintendent/President Samuel Ferguson of Monterey Peninsula College.

They were charged with:

- providing the consultant with an historical perspective of affirmative action in the California Community College System
- offering to the consultant their advice and counsel during the development stage of the report
- developing and recommending to Chancellor Smith proposed policies and implementation procedures as warranted by the report within six months of its issuance.

Information About the Data

The most recent data used (Fall 1985) reflects information reported on November 1, 1985, the deadline date for first submission by local colleges and districts of the staff data, used to produce the Higher Education Staff Information Survey (EEO-6), and incorporates their subsequent corrections. Any full-time employees who left, were hired, promoted or given salary increases after November 1, 1985, would not be reported until preparation of the Fall 1986 information survey.

This report presents employment, promotion, salary and age distribution data for all full-time California community college employees. It also presents employment data for temporary certificated full-time faculty, as well as employment and age distribution data for part-time faculty. This report does not include information on any other temporary employees.

Salary information does not include extra remuneration paid by the college to full-time faculty for teaching overload or summer classes, or to administrators, professional/non-faculty, and classified employees who teach classes on a part-time basis.

In this report, persons hired or promoted over the two-year period are shown in tabular/numerical form by gender and ethnic group. Another table uses this data to show in numbers and percentages within ethnic groups how well females fared in promotions compared with males. A third tabulation looks at the percentage of males within the male population of an ethnic group to compare the percentage of promotions they received with the percentage of promotions received by females within the female population of that ethnic group.

Whenever information is shown in graphic form, the data from which it was developed is shown on the same page or on the facing page, as are the comments about either. If the tabular data is in arabic numerals, related comments are usually expressed in percentages. Percentages are generally rounded to the nearest number.

Seven of the system graphs displaying data for the Executive/Administrative/Managerial, Faculty, and Professional/Non-Faculty position categories show progress over an eight-year period. Two graphs displaying data about students cover a four-year period. Data for the years 1977, 1979 and 1981 were taken from the report *Women and Minorities in California Public Postsecondary Education; Their Employment, Classification, and Compensation, 1977-1981*, published by the California Postsecondary Education Commission.

An abbreviated EEO-6 definition for each position category is printed below the first graph shown for that position category. The complete *Definitions Used in the Federal Higher Education Staff Information (EEO-6) Survey* can be found on p. 300.

Information about Faculty Data

Faculty data, when reported by many local districts and colleges, includes counselors, librarians, and college nurses. Management Information Services in the Chancellery extracts this data from the faculty category and reports it under the Professional/Non-Faculty position category, where it appears on the Higher Education Survey forms (EEO-6) and in these reports. (This accounts for some of the decline in full-time faculty positions and the increase in Professional/Non-Faculty positions in the 1983 and subsequent data.)

Full-time faculty having teaching overload or summer school classes have not been counted as part-time faculty in those totals, nor does salary data for full-time faculty include the additional remuneration received.

The 1985 total for all full-time faculty positions cannot be obtained by adding the totals of the reports for tenure, tenure-track and certificated-temporary full-time faculty because, for all faculty, the 1985 totals reflect the two years since 1983 while "certificated temporary full-time" is a one-year figure and "tenure track," separations or progressions to tenure can occur in any semester.

Not included with this report, but sent to each of the 106 colleges and the 20 district offices, are three additional age distribution reports:

a) tenured faculty distributed by discipline taught, sex and ethnicity;

b) tenure-track faculty distributed by discipline taught, sex and ethnicity;

c) all part-time employees distributed by seven job categories, sex and majority/minority.

These reports and systemwide summaries of them are available for perusal in the Chancellor's Office.

Information about Support Staff Data

For the first time, data in much greater detail has been provided for classified support staff in four other EEO-6 position categories:

secretarial/clerical;
technical/paraprofessional;
skilled crafts;
service maintenance.

Support Staff Systemwide

Two year salary trends from 1983 to 1985 are depicted graphically, in tabular form and in comments related to them.

Age distribution by sex and minority/majority is graphically shown, along with supporting tabular data and analyses.

Tabulated two-year data on the number, sex and ethnicity of new hires and promotions has been provided. Two additional tables provide other perspectives on promotions.

Support Staff in Colleges and District Offices

These four support staff position categories are reported in separate and distinct sections within the 106 college and 20 district office reports which cover 1983-85 new hires/promotions, 1985 salaries, and 1985 age distributions. At least one salient comment concerning each position category is made under the college-wide section of "Opportunities for Change and Actions Taken."

Information about College Data

Previous reports have looked at data compiled for seventy community college districts and at statewide consolidations. In this report, the 106 colleges and 20 district offices are broken out of the consolidation into separate reports, affording persons in charge of each location an opportunity to take a closer look at her/his operation.

A standard format is used to present information for each college:

College Report #1: "Opportunities for change and actions taken between 1983 and 1985" singles out the three professional groups, Executive/Administrative/ Managerial, Faculty, and Professional/Non-Faculty, reports the number of new hires, promotions and staff, and then, using percentages, distributes them by sex and minority/majority. The symbol used to call attention to this action data is a dot (●). Age data applying to each group is identified with an arrow (▸).

College-wide totals for new hires, promotions and reported positions include those previously shown separately for the three professional groups. The distribution college-wide of all employees by sex and minority/majority is also expressed in percentages.

Also under **college-wide** and identified with an arrow (▸) are comments concerning:

▸ lowest salaries paid and to whom

The two lowest salary categories in which persons were reported have been used as the base (use College Report #3 to verify).

▸ secretarial/clerical ratios

Systemwide, females of every ethnic group were most likely to be employed in this position category. (See p. 295 for the system; College Report #2 for each college or district office.)

▸ service/maintenance ethnicity

Systemwide, minority males of every ethnic group except Asian and American Indian were more likely to be employed in this position category. (See p. 295 for system; College Report #2 for each college or district office.)

▸ technical/paraprofessional salaries

Systemwide, male mean salaries exceeded female mean salaries by over ten percent in a position category where placement is defined by educational and skills levels. (See p. 296 for system; College Report #3 for each college and district office.)

- skilled crafts sex distribution

  Systemwide, this continued to be a male domain with white males holding over three-fourths of the positions and earning the highest mean salaries. (See p. 296 for system; Reports #2 and #3 for each college and district office.)

College Report #2: "1983-85 Separations/New Hires/Promotions and 1985 Reported Staff" is a numerical distribution of the data by sex and ethnic group for all full-time employees in each of seven position categories and college totals.

College Report #3: "1985 Distribution of Annual Salary" is a numerical distribution, in salary increments of $7000, by sex and minority/majority of all full-time employees in each of seven positions categories. A summary for each position category gives the total number of females and males by minority/majority and their mean salaries.

College Report #4: "Distribution by Age of Full-Time Employees, Fall 1985" is a numerical distribution, in age increments of five years, by sex and minority/majority of all full-time employees in seven position categories. Each position category is summarized to show both the number and percent of females and males by minority/majority, and their mean age.

Information about District Office Data

In general, the reports produced for the colleges are replicated for the twenty districts maintaining separate offices under the direction of a chancellor or superintendent/president. The only variation from the format used for the four college reports is on Report #1, where separate data is provided for only two professional groups, the Executive/Administrative/Managerial and Professional/Non-Faculty. This information becomes a part of the overall district office totals and is also reflected in the percentages for all full-time employees.

Whenever possible, a trend is identified for each position category in which persons are employed in the district office and a comment is made about it. Because there was much variation among district offices in the reporting of data for their separate locations (for example, some reported all persons employed in a position category such as service/maintenance as working in the district office and left blank this category for each of their campuses, and vice versa), you will find more or fewer comments depending upon the accuracy of their data.

Information for Future Data

By reproducing and compiling in several different formats the 1985 employee data supplied by each college and district, it is the expectation that the detailed and discrete information this report contains will be carefully scrutinized and analyzed by the field and used by them to make any necessary corrections to their locally-generated Fall 1986 data prior to attesting its accuracy and making final submission of it to the Chancellery.

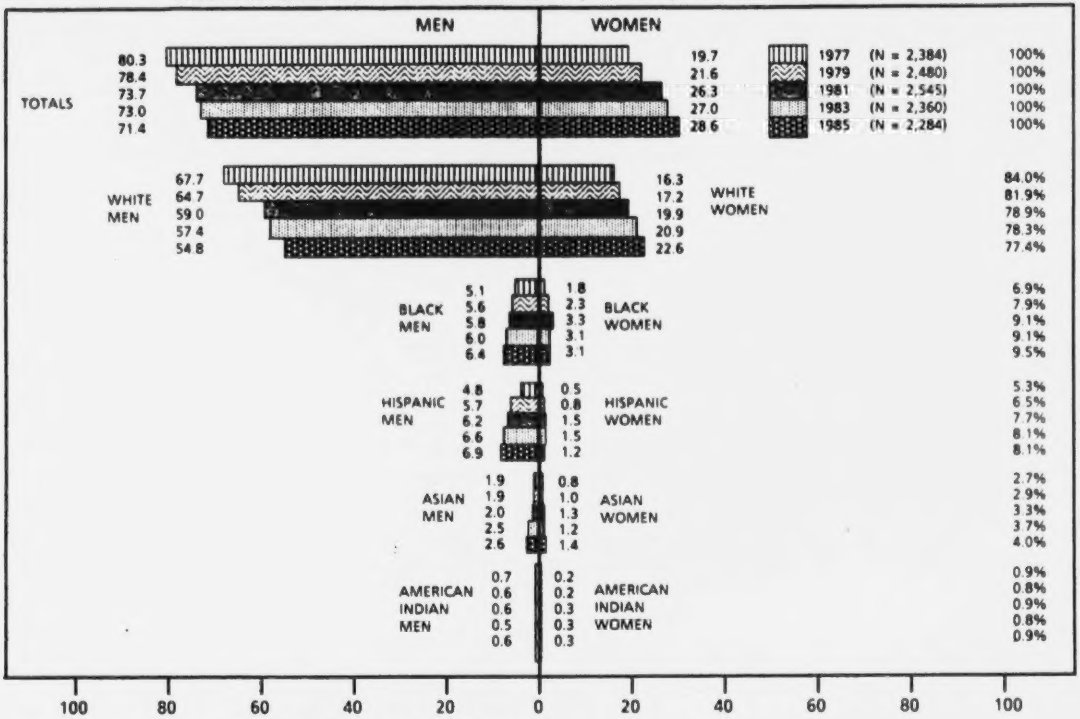
When these corrections are locally made and final reports of Fall 1986 data are received in the Chancellery (at which time this affirmative action report will be reissued covering 1986), updated issues of statewide data and graphics will undoubtedly change significantly in position categories such as Executive/Administrative/Managerial, where a cursory review of the low end of the salary data would indicate persons are inappropriately assigned there and should be reported elsewhere.

For example, in 1985 in the Executive/Administrative/Managerial position category, nearly one half (46%) of the colleges and district offices reported no person earning less than $33,000 annually. Of the 54% who did report persons earning below $33,000 in this position category, six colleges accounted for 87, or 33.9% of the 257 total. A random sample of one-quarter (65 persons) of the 257 person population revealed only one administrative person on partial leave; 64 positions should have been reported in other position categories. (See EEO-6 definitions, p. 300, especially the "note" under Executive/Administrative/Managerial.)

It is probably safe to assume that these reporting practices have been the pattern over the eight years reflected in the graphs in this report and that evidence of gains by sex and ethnicity as reflected in the percentages shown have occurred at some level over the eight years covered. When the data corrections such as those previously mentioned are made, however, total percentages for sex and ethnic groups in each position category will undoubtedly change--in some cases significantly--with concurrent changes reflected in hiring, promotional, salary and age distribution data for several position categories.

Knowing the current data is imperfect and that we can make it better in the future does not mean that we should discount this affirmative action report and not take seriously the information it provides on both practices and trends.

CALIFORNIA COMMUNITY COLLEGES
FULL-TIME EXECUTIVE/ADMINISTRATIVE/MANAGERIAL STAFF BY SEX AND ETHNICITY AS A PERCENT OF TOTAL FULL-TIME EXECUTIVE/ADMINISTRATIVE/MANAGERIAL STAFF, FALL 1977, 1979, 1981, 1983, AND 1985



SOURCE: California Postsecondary Education Commission (1977, 1979 and 1981)
Chancellery, California Community Colleges (1983 and 1985)

Executive/Administrative/Managerial (EEO-6) -- An employee having primarily administrative duties (e.g., President, Vice-President, Dean, Director, etc.)

- In the eight years between 1977 and 1985, Executive/Administrative/Managerial positions decreased 4.1%.
  - There were 285 fewer males, a decrease of 8.9%.
  - Female positions increased by slightly over one percent per year. If this rate remains constant, it will take at least until 2004 A.D. for women to fill one-half the positions in the Executive/Administrative/Managerial category.
  - Minority female positions increased even more slowly, from 3.3% to 6.0% or 0.3% per year.
  - Minority male positions increased from 12.5% to 16.5% or 0.5% per year.
- By 1985, best represented among minority groups both within the community college system and compared with the state's population were:
  - the Black minority, with 9.5% of the Executive/Administrative/Managerial positions and 7.6% of the state's population.
  - the Hispanic minority, with 8.1% of the Executive/Administrative/Managerial positions and 21.2% of the state's population.
- By 1985, in every ethnic group except the Asian group, males held more than twice as many of the Executive/Administrative/Managerial positions as women and within the Hispanic group the ratio was over five males to one female.
- Between 1983 and 1985, for the entire Executive/Administrative/Managerial group, 294 persons (12.9%) were promoted. Overall, 4.4% of the females in this job class were promoted, as were 8.5% of the males.
  - Reported promotions by percent of ethnic total by sex were as follows:

No. 2,284	Ethnic Group	Number and Percent Promoted			
		N	Males	N	Females
1,769	White	153	8.6%	79	4.5%
218	Black	19	8.7%	10	4.6%
186	Hispanic	18	9.7%	9	4.8%
78	Asian	2	2.6%	2	2.6%
13	Filipino	0		0	
20	Am. Ind.	2	10.0%	0	

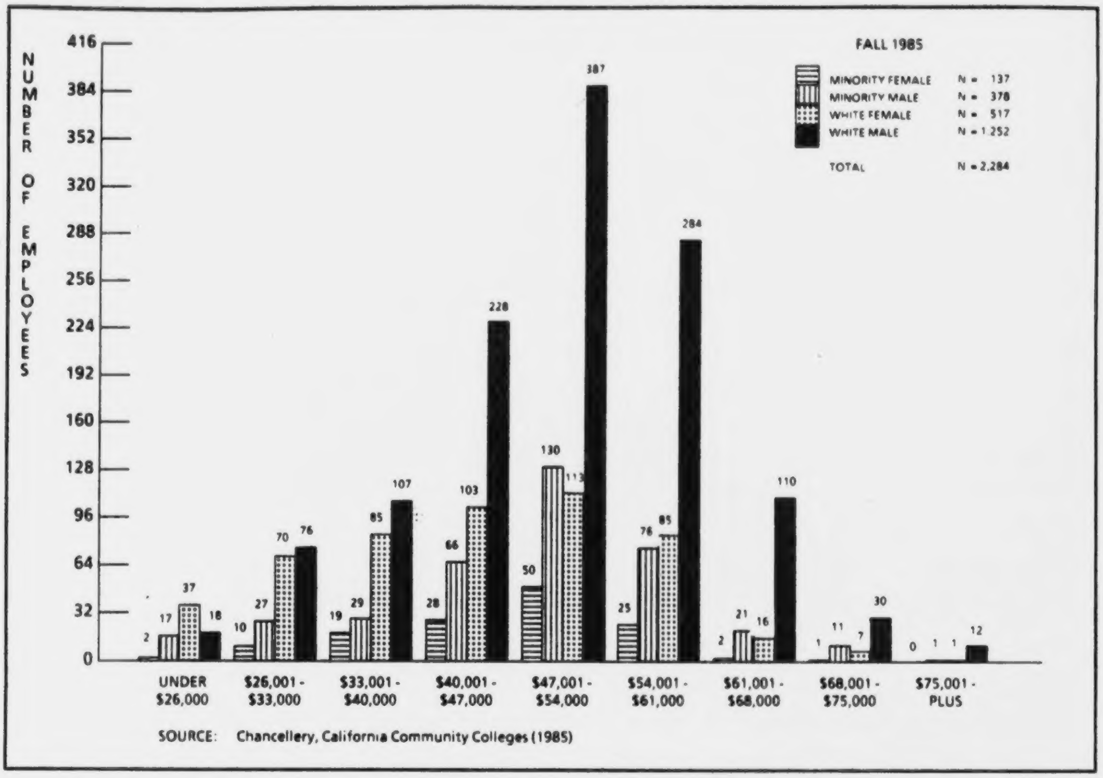
  - Reported promotions as percentages of sex/ethnicity were as follows:

Sex	White	Black	Hispanic	Asian	Filipino	Am. Indian
Male	12.2%	12.9%	11.4%	4.1%	0	14.3%
Female	15.3%	14.1%	32.1%	6.9%	0	0

1983-1985 New Hires/Promotions -- 1985 Reported Totals

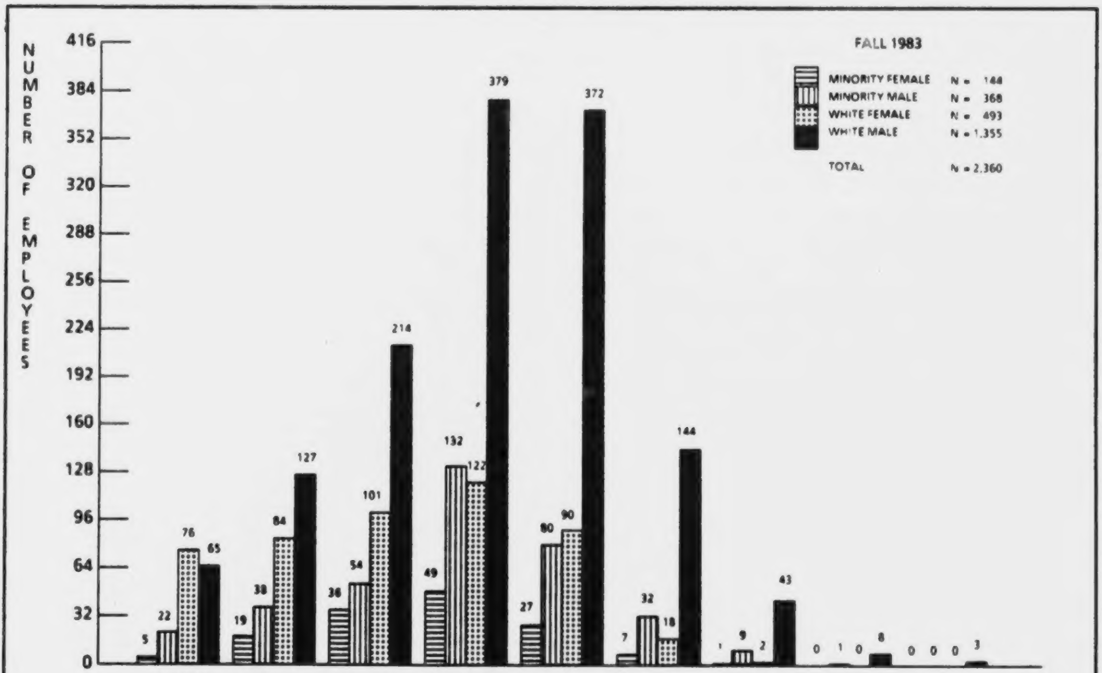
EXECUTIVE/ ADMINISTRATIVE/ MANAGERIAL	Total	Total		White		Black		Hispanic		Asian/Pac Is.		Filipino		Am. Ind.	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1983-85 New Hires	283	174	109	124	92	22	5	22	4	4	4	2	0	0	4
1983-85 Promotions	294	194	100	153	79	19	10	18	9	2	2	0	0	2	0
1985 Reported Staff	2,284	1,630	654	1,252	517	147	71	158	28	49	29	10	3	14	6

CALIFORNIA COMMUNITY COLLEGES
DISTRIBUTION OF ANNUAL SALARY BY SEX AND MINORITY/MAJORITY
FULL-TIME EXECUTIVE/ADMINISTRATIVE/MANAGERIAL EMPLOYEES
FALL 1985



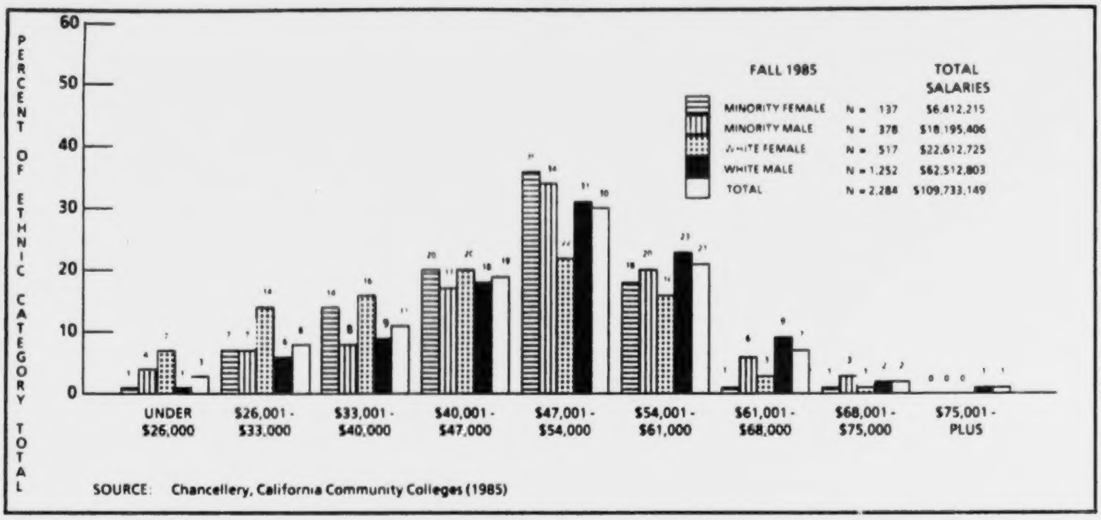
SOURCE: Chancellery, California Community Colleges (1985)

CALIFORNIA COMMUNITY COLLEGES
DISTRIBUTION OF ANNUAL SALARY BY SEX AND MINORITY/MAJORITY
FULL-TIME EXECUTIVE/ADMINISTRATIVE/MANAGERIAL EMPLOYEES
FALL 1983



SOURCE: Chancellery, California Community Colleges (1983)

CALIFORNIA COMMUNITY COLLEGES
PERCENTAGE DISTRIBUTION BY ETHNIC CATEGORY OF TOTAL ANNUAL SALARIES EARNED BY PERSONS IN THAT ETHNIC CATEGORY
FULL-TIME EXECUTIVE/ADMINISTRATIVE/MANAGERIAL EMPLOYEES
FALL 1985



SOURCE: Chancellery, California Community Colleges (1985)

FULL-TIME EXECUTIVE/ADMINISTRATIVE/MANAGERIAL EMPLOYEES
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

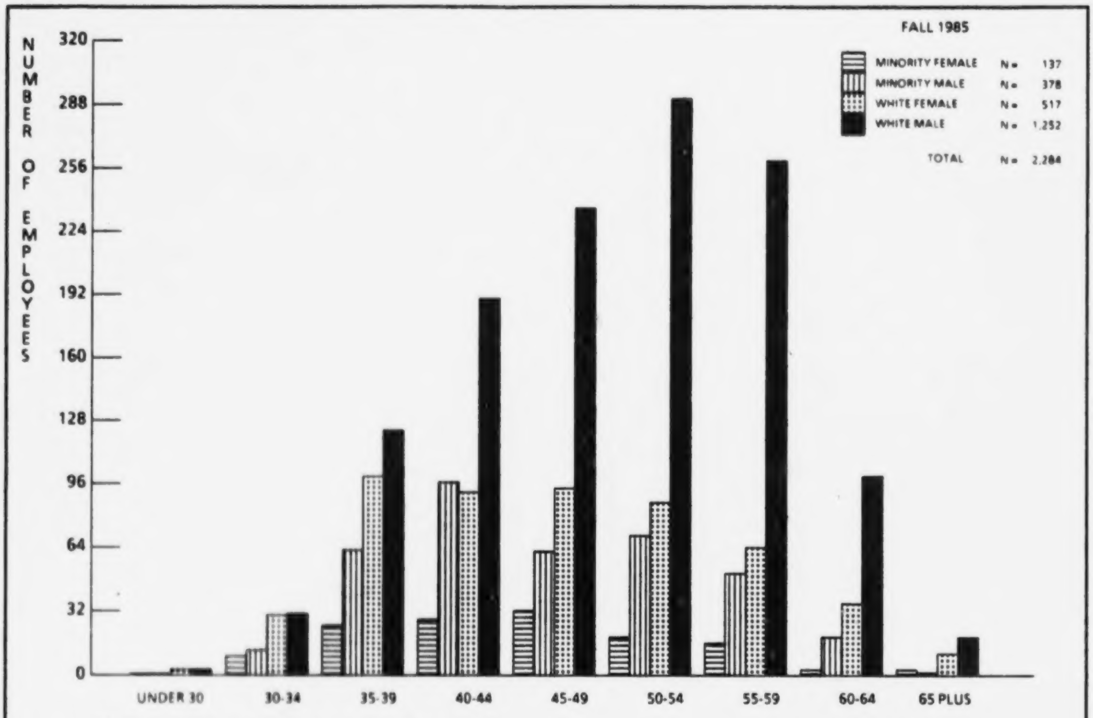
	EXECUTIVE/ ADMINISTRATIVE/ MANAGERIAL	Under 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NUMBER	MEAN SALARY	TOTAL SALARIES
Fall 1985	Minority Female			2	10	19	28	50	25	2	1			137	46,804	6,412,215
	Minority Male		3	14	27	29	66	130	76	21	11		1	378	48,136	18,195,406
	White Female		9	28	70	85	103	113	85	16	7	1		517	43,738	22,612,725
	White Male	3	1	14	76	107	228	387	284	110	30	6	6	1,252	49,930	62,512,803
	Total 1985	3	13	58	183	240	425	680	480	149	49	7	7	2,284	48,044	109,733,149
Fall 1983	Minority Female	1	1	3	19	36	49	27	7	1				144	41,416	5,963,889
	Minority Male		3	19	38	54	132	80	32	9	1			368	43,005	15,825,901
	White Female		17	59	84	101	122	90	18	2				493	38,084	18,775,416
	White Male		11	54	127	214	379	372	144	43	8	1	2	1,355	44,329	60,065,533
	Total 1983	1	32	135	268	405	682	569	201	55	9	1	2	2,360	42,640	100,630,739

- In 1983, the largest group (29%) of Executives/Administrators/Managers earned between $47,001 and $54,000.
  - Only 25% of the white females in this position category were within this salary range and 53% fell below it.
- Between 1983 and 1985, the average salary increase for this position category was 12.7%.
- In 1985, the largest group (30%) of Executives/Administrators/Managers continued to earn between $47,001 and $54,000.
  - Only 22% of the white female employees in the Executive/Administrative/Managerial category were within this salary range while 57% of them fell below it.
  - Minority females fared somewhat better; 36% were within the range and 43% were below it.

EXEC/ADMIN/MGR 1985	Number	Below $47,000	$47,001 to 54,000	Above $54,001
Minority females	137	43%	36%	20%
Minority males	378	36%	34%	29%
White females	517	57%	22%	21%
White males	1,252	34%	31%	35%
Totals	2,284	40%	30%	30%

- The largest disparity in mean salary existed between white males and white females.
  - In 1983, White females earned 14% less than their male counterparts.
  - By 1985, white females narrowed this gap slightly to 12.4% less.
- White male mean salaries exceeded the mean salaries of minority females by 6.6% in 1983 and by 6.2% in 1985.
- Mean salaries of white males exceeded those of minority males by 3.0% in 1983, and increased slightly to 3.6% by 1985.
- Rank ordering of mean salaries by gender and ethnicity had not changed in 1985 from what they had been in 1983.
  - White males remained the highest paid, followed by minority males.
  - Minority females were in third place
  - White females continued to be the lowest paid of all those in Executive/Administrative/Managerial positions.

CALIFORNIA COMMUNITY COLLEGES
DISTRIBUTION BY AGE, SEX, MINORITY/MAJORITY
FULL-TIME EXECUTIVE/ADMINISTRATIVE/MANAGERIAL EMPLOYEES
FALL 1985



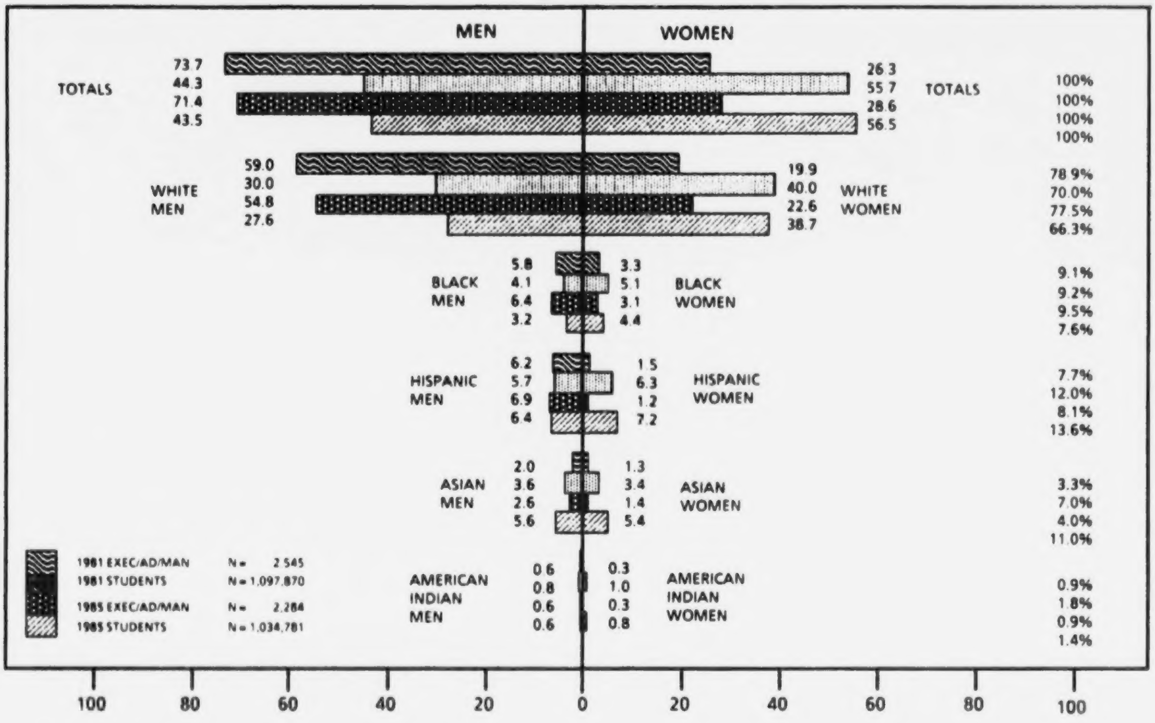
SOURCE Chancellery, California Community Colleges (1985)

EXECUTIVE/ADMINISTRATIVE/MANAGERIAL DISTRIBUTION BY AGE -- 1985

EXECUTIVE/ ADMINISTRATIVE/ MANAGERIAL	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
Minority Female		1	10	25	28	32	19	16	3	3			137	5.90	45.6
Minority Male	1		13	63	97	62	70	51	19	2			378	16.50	46.6
White Female		3	30	100	92	94	87	64	36	9	2		517	22.60	46.9
White Male		3	31	123	190	235	291	260	100	18	1		1,252	54.80	49.5
Total	1	7	84	311	407	423	467	391	158	32	3		2,284	99.80	48.2

- By Fall 1985, 193 (8.5%) of the community college system's 2,284 full-time Executive/Administrative/Managerial employees had reached 60 years of age or older.
    - White males constituted the largest group (62%)
    - Next in number were white females (24%)
    - Minority males and females combined accounted for the remainder (14%)
- Seventeen percent were between the ages of 55 through 59, and their distribution by sex and ethnicity approximated the trend established for those over 60 years of age.
    - White males, 66.5%; white females 16.4%; minority males, 13% and minority females 4%
- Slightly over fifty-six percent of the system's administrative staff fell within the age range of 40 through 55 years.
- Approximately 18% of the employees in the community college system's Executive/Administrative/Managerial category were under 40 years of age.
    - of these, white males were the largest group (38.9%)
    - white females (33%)
    - minority males (19.1%)
    - minority females (8.9%)
- It would appear that changes in hiring practices had some impact on the demographic mix of younger administrators.
    - White females were the primary recipients of these changes

CALIFORNIA COMMUNITY COLLEGES
COMPARISON OF STUDENTS WITH FULL-TIME EXECUTIVE/ADMINISTRATIVE/MANAGERIAL STAFF BY SEX AND ETHNICITY
FALL 1981 AND 1985



SOURCE: California Postsecondary Education Commission (1981)
Chancellery, California Community Colleges (1985)
(Student data excludes all unknowns and nonresident aliens)

Males constituted 44.3% and 43.5% of the community college system's student populations in 1981 and 1985.

Males also filled 73.7% of the positions in the Executive/Administrative/Managerial category in 1981 and 71.4% in 1985.

- White, Black and Hispanic males held a much higher proportion of administrative positions than did their counterparts in the student body
- Asian and Native American male administrators were underrepresented in comparison to students in their respective ethnic groups.

Although females made up 55.7% of the student body in 1981, females in Executive/Administrative/Managerial positions held only 26.3% of those positions.

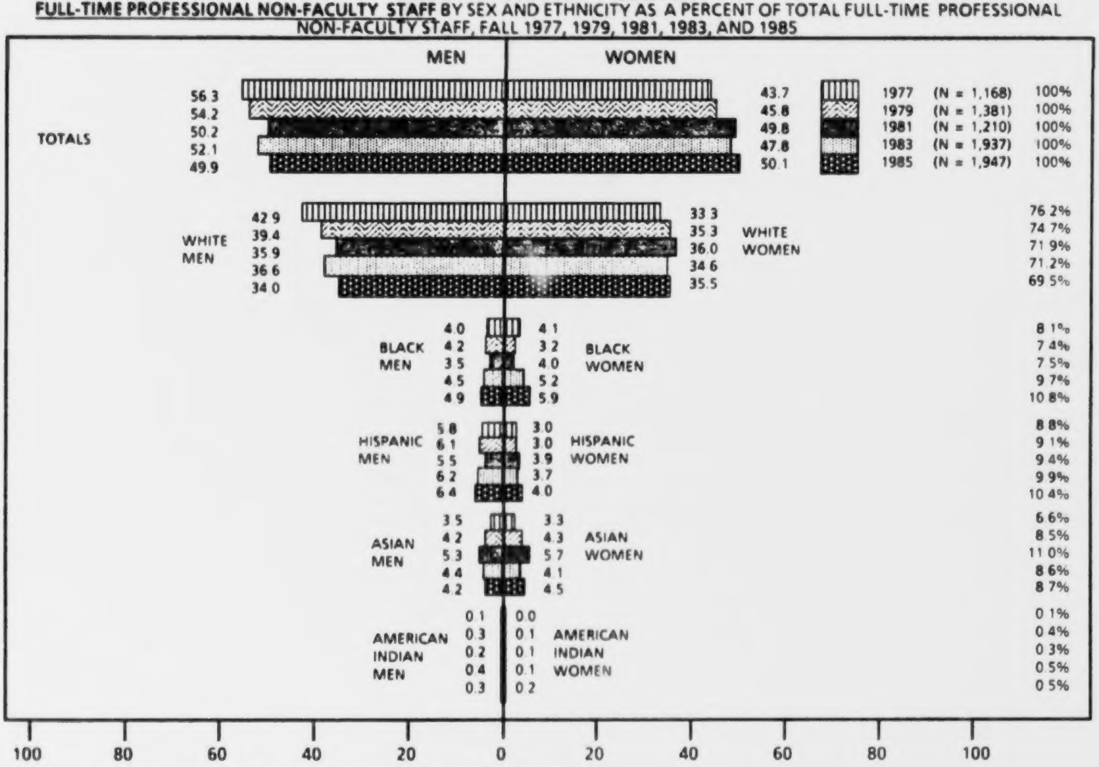
Four years later, in 1985, the percentage of female students in the system had slightly increased to 56.5%, with a corresponding modest increase of female administrators to 28.6%

- In all ethnic categories, female administrators were underrepresented in comparison to students in their respective ethnic groups.

The ratio of males to females was approximately 7 to 3 among Executive/Administrative/Managerial employees.

The ratio of males to females was approximately 4 to 5 in the student population.

CALIFORNIA COMMUNITY COLLEGES
FULL-TIME PROFESSIONAL NON-FACULTY STAFF BY SEX AND ETHNICITY AS A PERCENT OF TOTAL FULL-TIME PROFESSIONAL NON-FACULTY STAFF, FALL 1977, 1979, 1981, 1983, AND 1985



SOURCE: California Postsecondary Education Commission (1977, 1979 and 1981)
Chancellery, California Community Colleges (1983 and 1985)

Professional/Non-Faculty (EEO-6) -- An employee whose assignment does not fit into any other area, but does require either college graduation or specialized professional training.

- During the eight years between 1977 and 1985, the number of full-time professional/non-faculty positions increased by 67%.
  - A large part of this increase resulted from a reporting change between 1981 and 1983 which brought into the Professional/Non-Faculty category all full-time counselors, librarians and college nurses previously counted as faculty.
- The eight year trend reflected hiring pattern increases for minorities and females.
  - Positions in this category were almost evenly divided between males and females by 1985
  - The largest gap between the sexes occurred between Hispanic males (6.4%) and females (4.0%)
- Between 1983 and 1985, 184 persons were hired to fill positions as Professional/Non-Faculty employees:
  - 68% of these went to the white majority (males 27%, females 41%)
  - The remaining 32% were filled by minorities (males 14%, females 18%)
- Between 1983 and 1985, of the entire Professional/Non-Faculty group, 98 persons (5%) were promoted. Overall, 3.0% of the females in this job class were promoted, as were 2.0% of the males.
  - Reported promotions by percent of ethnic total by sex were as follows:

Number: 1,947	Ethnic Group	Number and Percent Promoted			
		N	MALES	N	FEMALES
1,353	White	26	1.9	38	2.8
211	Black	4	1.9	12	5.7
203	Hispanic	6	3.0	4	2.0
119	Asian	3	2.5	3	2.5
51	Filipino	0	0	2	3.9
10	Amer. Ind	0	0	0	0

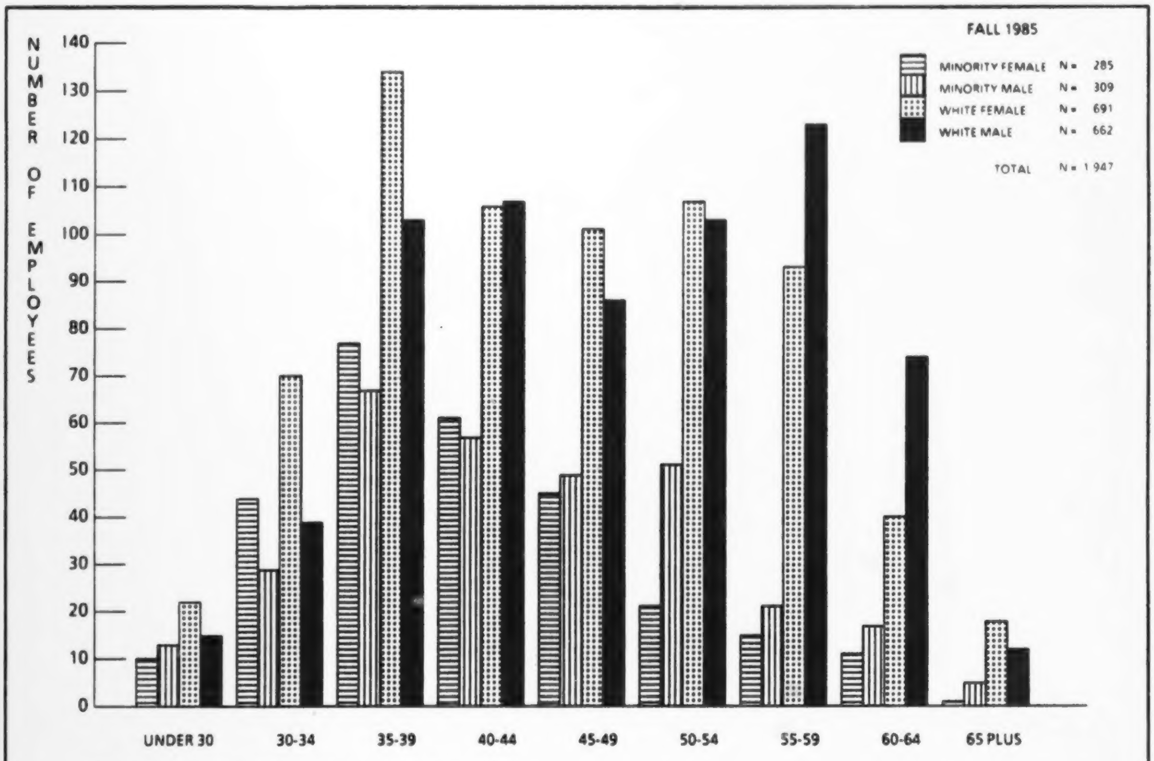
  - Reported promotions as percentages of sex/ethnicity were as follows:

Sex	White	Black	Hispanic	Asian	Filipino	Am Indian
Male	3.9%	4.2%	4.8%	5.5%	0	0
Female	5.5%	10.4%	5.1%	4.6%	8.7%	0

1983-1985 New Hires/Promotions -- 1985 Reported Totals

PROFESSIONAL/ NON-FACULTY	Total	Total		White		Black		Hispanic		Asian/Pac Is		Filipino		Am Ind	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1983-85 New Hires	184	74	110	49	75	5	11	12	8	6	9	2	7		
1983-85 Promotions	98	39	59	26	38	4	12	6	4	3	3		2		
1985 Reported Staff	1,947	971	976	662	691	96	115	125	78	54	65	28	23	6	4

CALIFORNIA COMMUNITY COLLEGES
DISTRIBUTION BY AGE, SEX, MINORITY/MAJORITY
FULL-TIME PROFESSIONAL NONFACULTY
FALL 1985



SOURCE: Chancellery, California Community Colleges (1985)

PROFESSIONAL/NON-FACULTY DISTRIBUTION BY AGE -- 1985

PROFESSIONAL/ NON-FACULTY	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
Minority Female	1	9	44	77	61	45	21	15	11	1			285	14 60	41 6
Minority Male	2	11	29	67	57	49	51	21	17	5			309	15 80	44 3
White Female	4	18	70	134	106	101	107	93	40	16	2		691	35 40	45 6
White Male	3	12	39	103	106	87	103	123	74	11	1		662	34 00	47 9
Total	10	50	182	381	330	282	282	252	142	33	3		1,947	99 80	45 6

In 1985, the average age for full-time professional/non-faculty employees was 45.6 years.

- By ethnic category, mean age ranged from a low of 41.6 years for minority females to a high of 47.9 years for white males.

The largest percentage (45.9%) of staff fell between ages 40 to 54.

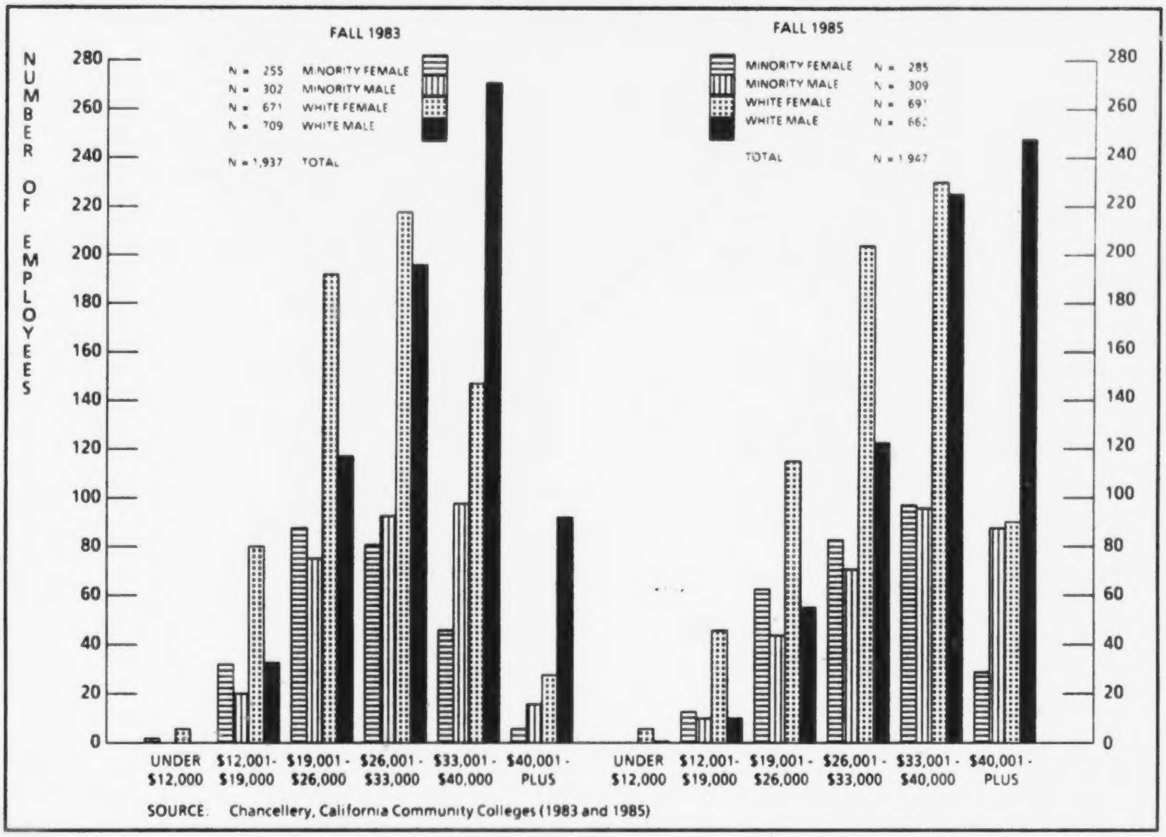
- Approximately one third (32%) were under age 40
- 13% were in the 55-59 age category
- 9% were 60 years of age or older

White males predominated in the 55 to 59 and 60 years and older categories at 48.8% and 48.3%, respectively.

Of those professional/non-faculty employees under 40 years of age:

- 57.3% were minority and white females
- 17.5% were minority males
- perhaps reflecting hiring practices which were more sensitive to gender and ethnic equity.

CALIFORNIA COMMUNITY COLLEGES
DISTRIBUTION OF ANNUAL SALARY BY SEX AND MINORITY/MAJORITY
FULL-TIME PROFESSIONAL/ NONFACULTY
FALL 1983 COMPARED WITH FALL 1985



SOURCE: Chancellery, California Community Colleges (1983 and 1985)

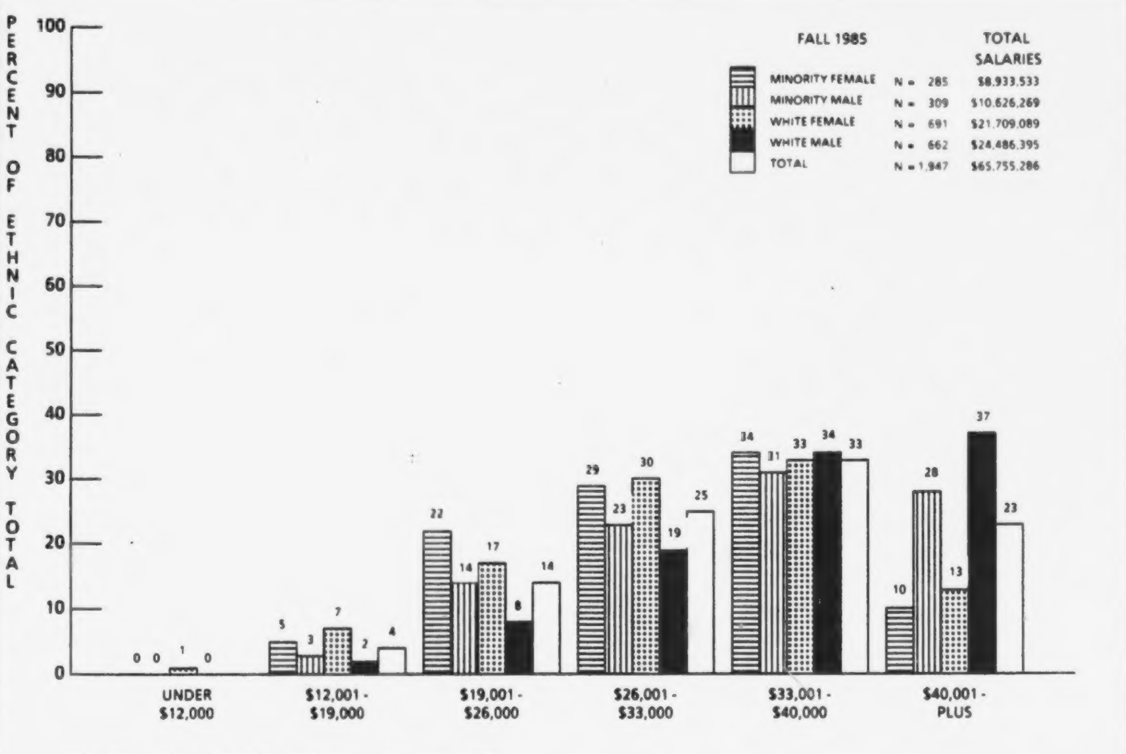
Professional/Non-Faculty

- Between 1983 and 1985, salary increases of 13.6% brought approximately one-third of all employees into the $33,000 to $40,000 range.
    - prior to that adjustment, in 1983, 79.8% of the minority females, 74% of white females, and 62.4% of minority males earned less than $33,000, while 51.3% of the white males earned above it.
- Persons earning under $12,000 were generally those working reduced loads of pre- or post-retirement, those on partial personal or sabbatical leave, those assigned to programs meeting fewer hours such as child care or development.
- Not reflected in the salary data reported here is the extra remunerations paid to professional/non-faculty employees such as counselors, librarians, college nurses, business and financial services personnel, who may also teach classes on a part-time basis at night, on weekends, or during summer sessions.

FULL-TIME PROFESSIONAL/NON-FACULTY EMPLOYEES
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

	PROFESSIONAL/ NON-FACULTY	Under 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NUMBER	MEAN SALARY	TOTAL SALARIES
Fall 1985	Minority Female		13	63	83	97	26	3						285	31,346	8,933,533
	Minority Male		10	44	71	96	76	10	2					309	34,389	10,626,269
	White Female	6	46	115	204	230	71	19						691	31,417	21,709,089
	White Male	1	10	55	123	225	195	41	11	1				662	36,989	24,486,395
	Total 1985	7	79	277	481	648	368	73	13	1				1,947	33,773	65,755,286
Fall 1983	Minority Female	2	32	88	81	46	6							255	26,602	6,783,498
	Minority Male		20	75	93	98	12	4						302	30,155	9,106,861
	White Female	6	80	192	218	147	26	1	1					671	27,800	18,653,825
	White Male		33	117	196	271	76	10	6					709	32,500	23,042,517
	Total 1983	8	165	472	588	562	120	15	7					1,937	29,730	57,586,701

CALIFORNIA COMMUNITY COLLEGES
PERCENTAGE DISTRIBUTION BY ETHNIC CATEGORY OF TOTAL ANNUAL SALARIES EARNED BY PERSONS IN THAT ETHNIC CATEGORY
FULL-TIME PROFESSIONAL/NONFACULTY
FALL 1985

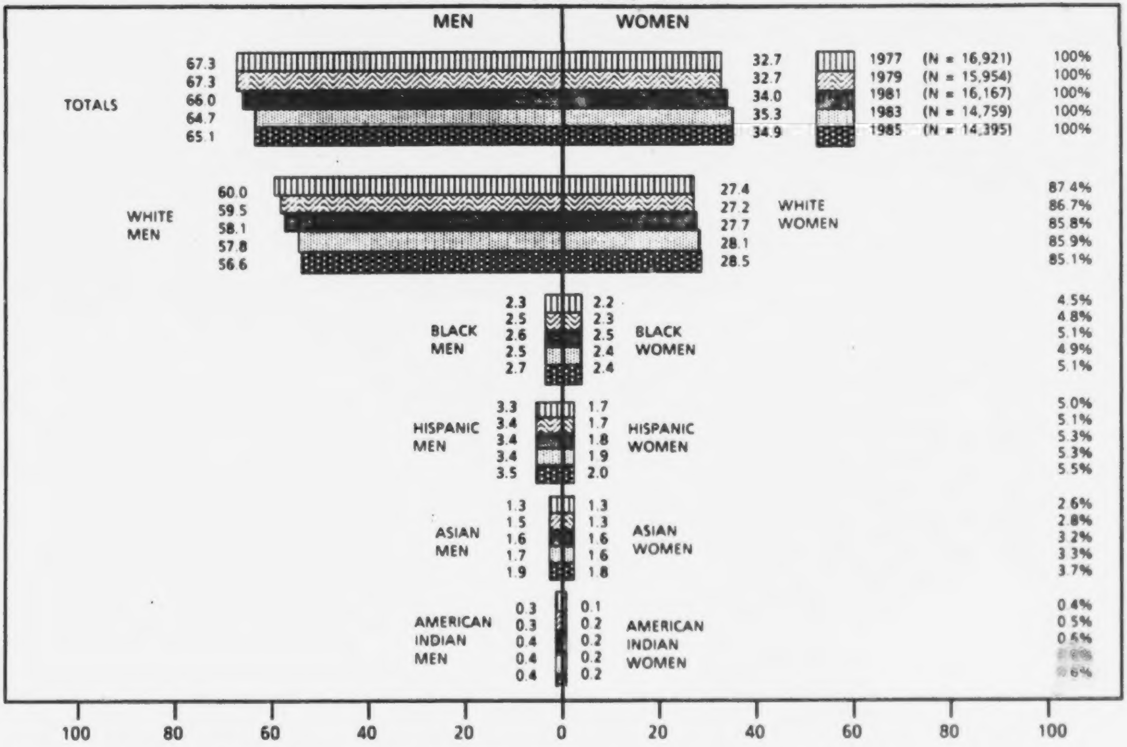


SOURCE: Chancellery, California Community Colleges (1985)

Professional/Non-Faculty

- In 1985, the largest group (33%) of professional/non-faculty employees earned between $33,000 and $40,000 and approximately one-third of the males and females, both white and minority, fell within this range.
    - earning less than the bottom of the $33,000-40,000 range were 55.8% of the minority females, 53.7% of the white females, 40.5% of the minority males and 28.6% of the white males.
    - earning above the top of the range ($40,000) were 38% of the white males, 28% of the minority males, 13% of the white females and 10% of minority females
- None of the females, white or minority, earned more than $54,000 annually, but 1.8% of white males and 0.6% of minority males earned at or above this salary.

CALIFORNIA COMMUNITY COLLEGES
FULL-TIME FACULTY BY SEX AND ETHNICITY AS PERCENT OF TOTAL FULL-TIME FACULTY, FALL 1977, 1979, 1981, 1983, AND 1985



SOURCE: California Postsecondary Education Commission (1977, 1979 and 1981)
Chancellery, California Community Colleges (1983 and 1985)

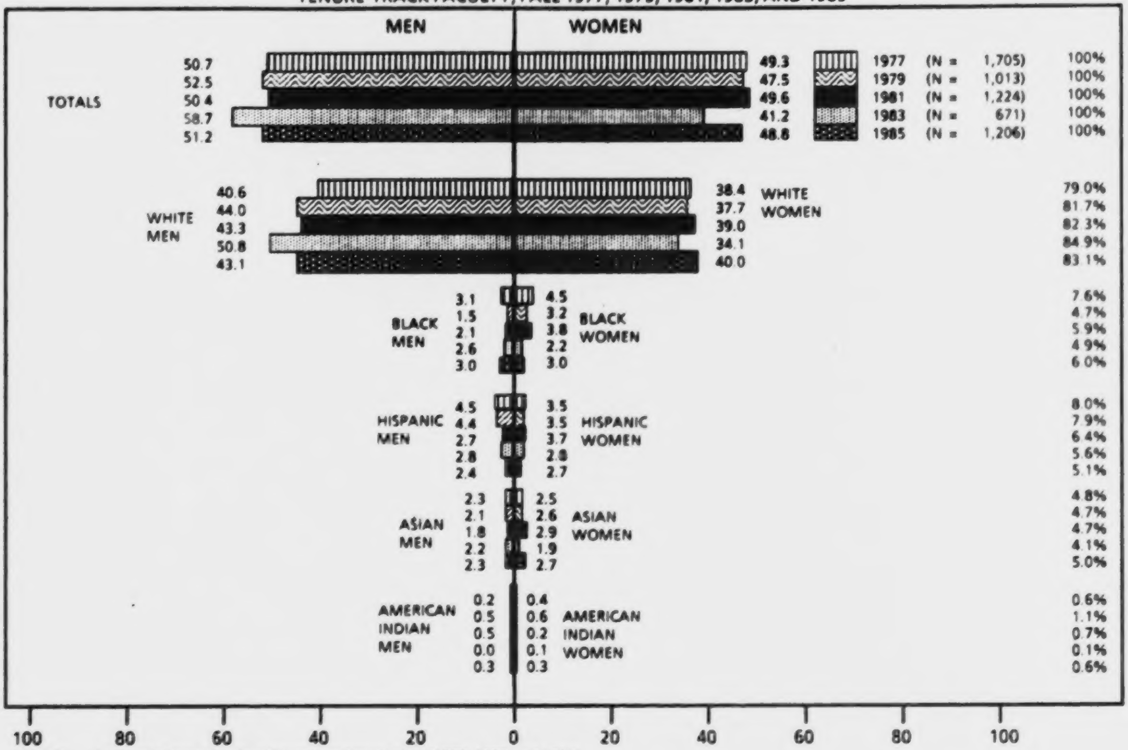
Faculty (EEO-6) -- An employee whose assignment is instructional (i.e., 50% or more of the employee's time is spent in instruction).

- A reporting change between 1981 and 1983 removed from full-time faculty and placed in the Professional/Non-Faculty position category all counselors, librarians and college nurses, which exacerbated the decline in the former and inflated the increase in the latter.
- Between 1983 and 1985, the number of full-time faculty declined by 364 positions (2.5%)
    - minority females increased by 0.3% to 6.4%
    - minority males increased by 0.5% to 8.5%
    - white females increased by 0.4% to 28.5%
    - white males decreased by 1.2% to 56.6%
- The full-time faculty was still predominantly male (65.1%)
- In eight years, the total number of female full-time faculty increased from 32.7% to 34.9%, or less than one-third of one percent per year.
    - it will be the year 2030 A.D. before females hold one-half of the full-time faculty positions if improvement is not made in this rate of hiring.
- In eight years, the total number of Hispanic faculty has increased from 5.0% to 5.5%.
    - if this hiring rate persists, it will take 246 years to,reach representation proportional to California's 1980 Hispanic population percentage (19.2%)
- In eight years, the percentage of Black faculty increased from 4.5% to 5.1%.
    - if this hiring rate continues and if the California Black population remains at its 1980 level of 7.7%, it will take 39 years to have proportional representation on the faculty

1983-1985 New Hires/Promotions -- 1985 Reported Totals

FACULTY	Total	Total		White		Black		Hispanic		Asian/Pac Is.		Filipino		Am. Ind.	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1983-85 New Hires	1,206	617	589	520	483	36	36	29	33	26	30	2	3	4	4
1983-85 Promotions	373	236	137	175	99	34	19	17	9	8	9	1	1	1	
1985 Reported Staff	14,395	9,374	5,021	8,152	4,106	393	345	504	274	251	231	18	35	56	30

CALIFORNIA COMMUNITY COLLEGES
FULL-TIME TENURE-TRACK FACULTY BY SEX AND ETHNICITY AS A PERCENT OF TOTAL FULL-TIME TENURE-TRACK FACULTY, FALL 1977, 1979, 1981, 1983, AND 1985



SOURCE: California Postsecondary Education Commission (1977, 1979 and 1981)
Chancellery, California Community Colleges (1983 and 1985)

Certificated, Contract (Tenure Track) -- A probationary employee of a district who is employed for the first or second year on the basis of a contract in a certificated position and who has not been classified as a Regular or Temporary employee (Education Code Section 87601, 87602, 87605).

- Tenure track faculty accounted for 8.4% of all full-time faculty in 1985.
- Females were better represented in tenure-track faculty (48.8%) than in tenured faculty (33.7%) in 1985.
- Minorities represented 16.8% of the tenure track faculty, compared with 14.4% of the tenured faculty in 1985.
- Systemwide, we continued to employ more males (51.2%) than females (48.8%).
- Between 1983 and 1985, 64.8% of the tenure-track faculty were hired in fifteen discipline areas:

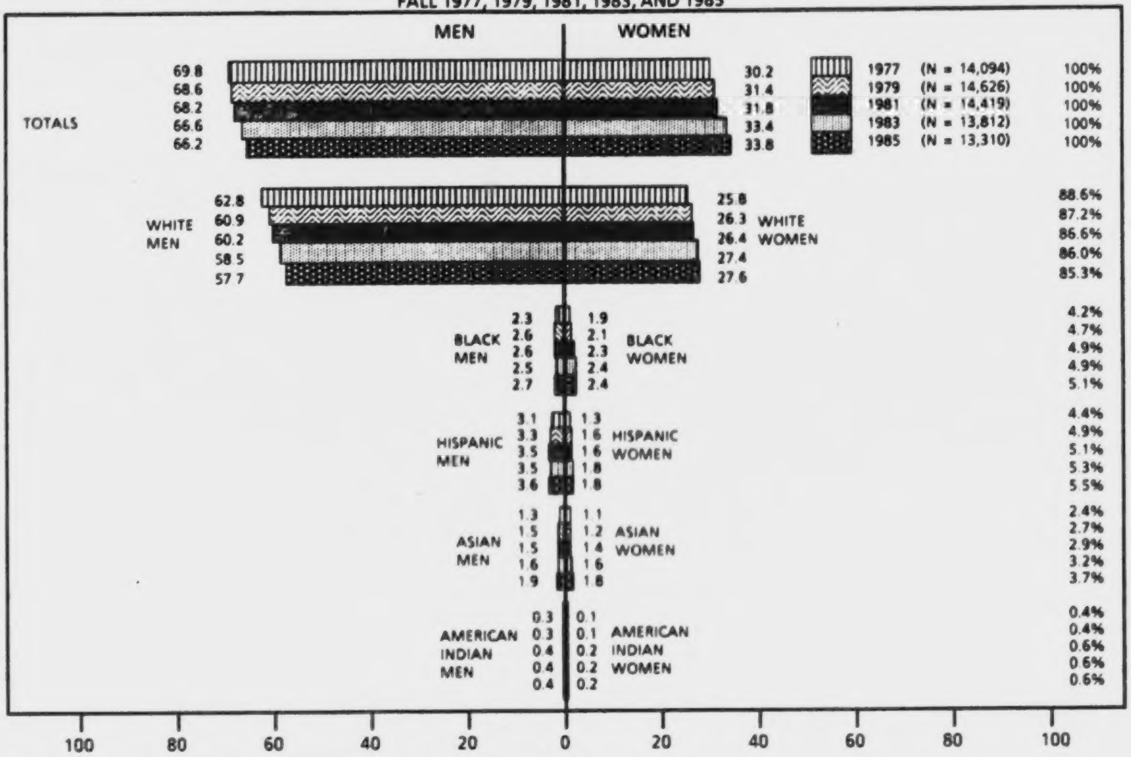
Discipline	Total	White		Minority	
		Male	Female	Male	Female
Business and Office	59	7	39	4	9
Business and Management	19	14	2	3	0
Computer and Information Science	65	38	17	8	2
Engineering and Related Technologies	63	54	2	7	0
Health Sciences	66	4	48	0	14
Vocational Home Economics	28	10	11	2	5
Letters	88	29	47	5	7
Mathematics	115	61	38	9	7
Basic Skills	63	8	41	5	9
Sports and Physical Education	40	26	9	5	0
Life Sciences	18	7	8	3	0
Physical Sciences	42	29	9	3	1
Social Sciences	28	11	14	2	1
Mechanics and Repairers	39	30	1	8	0
Visual and Performing Arts	49	26	16	4	3
Totals	782	354	302	68	58
Percentage	100%	45.3%	38.6%	8.7%	7.4%

- Within the disciplines shown, 79.3% of the faculty hired were under 45 years of age and, granted tenure, could look forward to many years of service in the California community colleges.

New Hires 1983-1985

TENURE TRACK FACULTY	Total	Total		White		Black		Hispanic		Asian/Pac Is		Filipino		Am. Ind.	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
New Hires	1,206	617	589	520	483	36	36	29	33	26	30	2	3	4	4
Percent		51.2	48.8	43.1	40.0	3.0	3.0	2.4	2.7	2.2	2.5	0.2	0.3	0.3	0.3

CALIFORNIA COMMUNITY COLLEGES
FULL-TIME TENURED FACULTY BY SEX AND ETHNICITY AS A PERCENT OF TOTAL FULL-TIME TENURED FACULTY,
FALL 1977, 1979, 1981, 1983, AND 1985

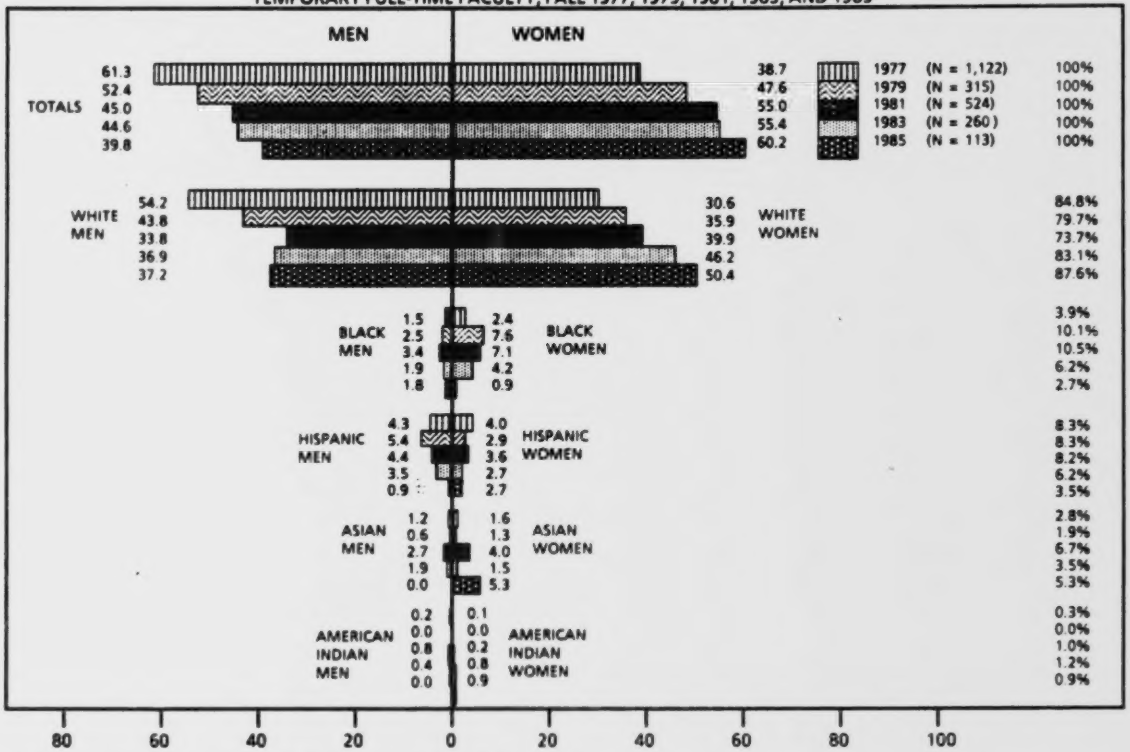


SOURCE: California Postsecondary Education Commission (1977, 1979 and 1981)
Chancellery, California Community Colleges (1983 and 1985)

Certificated, Regular (Tenured) -- A permanent employee (Education Code Section 87602). A right to continued employment unless dismissed or laid off (Education Code Section 89530).

- Between 1977 and 1985, full-time tenured faculty positions declined from 14,096 to 13,310 or 5.6%.
  - Some of this decline could be attributed to the reporting change between 1981-1983 which took tenured counselors, librarians and college nurses from faculty ranks and added them to the Professional/Non-Faculty group.
- Between 1977 and 1985, total growth in full-time tenured positions was less than 2.0% each for white and minority females and minority males.
  - stated another way, females and minority males were granted tenure at a rate less than 0.3% per year.
- During the same eight years, the number of white males declined from 62.8% to 57.7% of tenured full-time faculty (5.1%).
- Between 1983 and 1985, the decline in tenured full-time faculty was 3.6% (502 positions).
- In 1985, 92.5% of all full-time faculty had tenure.
- In 1985, tenured full-time faculty were predominantly males (66.2%).

CALIFORNIA COMMUNITY COLLEGES
CERTIFICATED TEMPORARY FULL-TIME FACULTY BY SEX AND ETHNICITY AS A PERCENT OF TOTAL OTHER CERTIFICATED TEMPORARY FULL-TIME FACULTY, FALL 1977, 1979, 1981, 1983, AND 1985

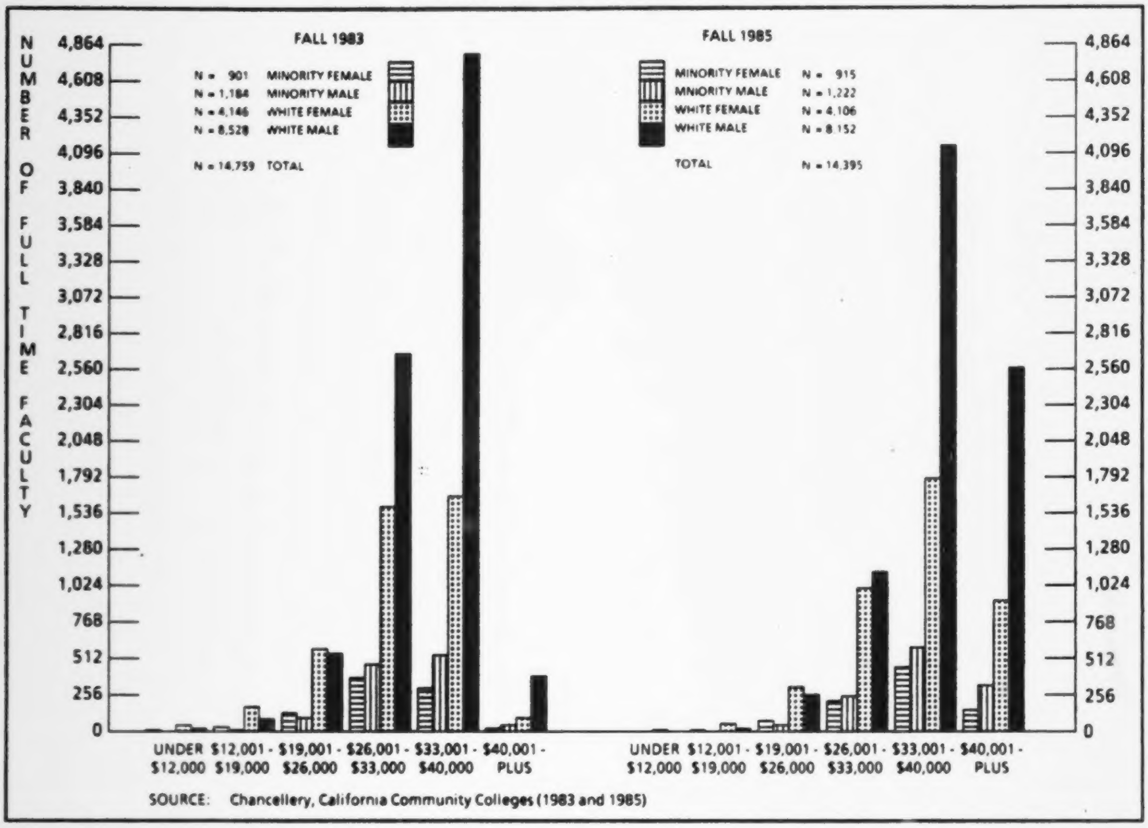


SOURCE: California Postsecondary Education Commission (1977, 1979 and 1981)
Chancellery, California Community Colleges (1983 and 1985)

Certificated Temporary Full-time Faculty -- An employee employed by a district in a position requiring certification qualifications (other than a substitute employee) and who is serving on a temporary basis (Education Code Section 87480, 87481).

- Reported certificated temporary full-time faculty have declined by approximately 89.9% between 1977 and 1985.
    - during this time period, a steady reduction in the percentage of male participation has been evident. Males have gone from nearly two-thirds of all certificated temporary full-time faculty to slightly more than one-third in eight years.
- In 1985, certificated temporary full-time faculty were less than 1.0% of all full-time faculty.
- Females filled 60.2% of these full-time, short-term contracts which were not eligible for tenure.
- Certificated temporary full-time status was assigned to those faculty hired in positions such as replacement for full-time faculty on personal or sabbatical leave, or for special program needs temporarily funded through "soft" money, etc.

CALIFORNIA COMMUNITY COLLEGES
DISTRIBUTION OF ANNUAL SALARY BY SEX AND MINORITY/MAJORITY
FULL-TIME FACULTY
FALL 1983 COMPARED WITH FALL 1985



SOURCE: Chancellery, California Community Colleges (1983 and 1985)

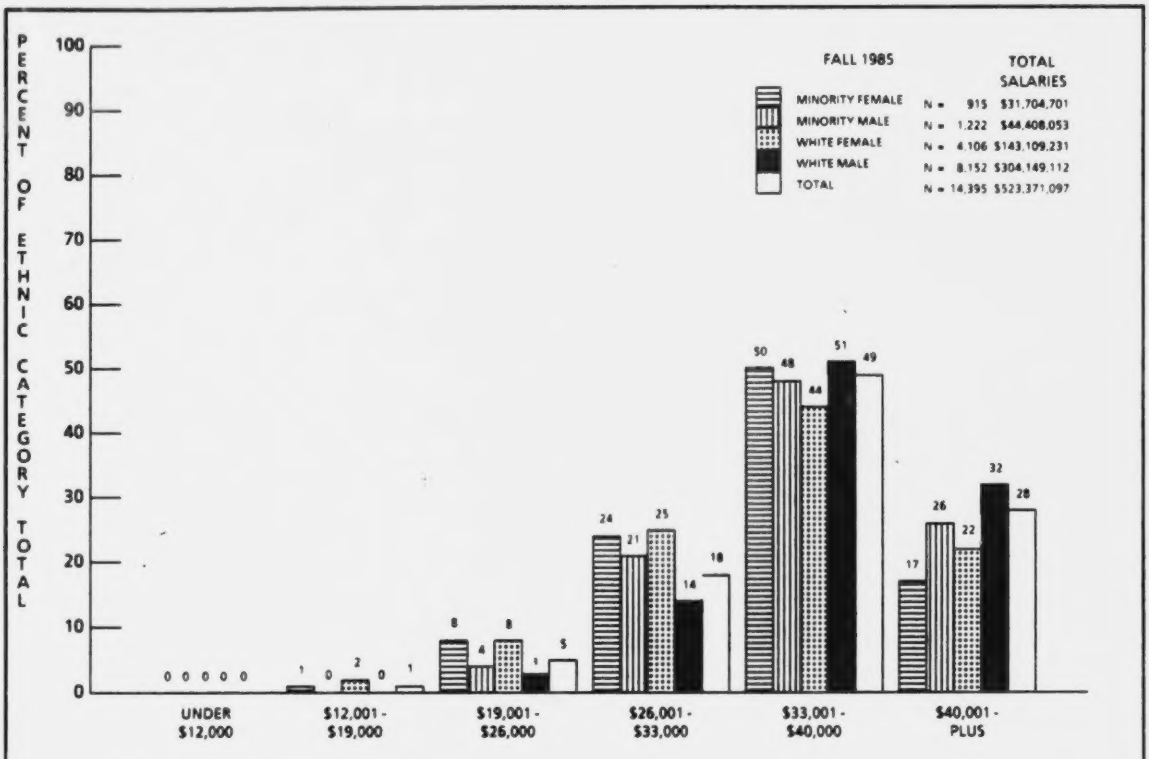
Faculty (EEO-6) -- An employee whose assignment is instructional (i.e., 50% or more of the employee's time is spent in instruction)

- Annual salaries as shown do not reflect monies earned in excess of full-time contract requirements
    - for overload classes taught day or night, on weekends or during the summer
    - approximately one-third of the full-time faculty taught 4.6 overload hours per week, for which they were paid an average of $28.80 per hour
- Faculty reported in the two lowest salary categories were generally those who received reduced income because of partial personal or sabbatical leave, pre- or post-retirement reduced load, or were assigned to programs meeting fewer hours.

FULL-TIME FACULTY
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

	FULL-TIME FACULTY	Under 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NUMBER	MEAN SALARY	TOTAL SALARIES
Fall 1985	Minority Female	2	13	75	219	455	136	14	1					915	34,650	31,704,701
	Minority Male		6	52	254	587	285	38						1,222	36,340	44,408,053
	White Female	11	62	313	1,011	1,788	876	45						4,106	34,854	143,109,231
	White Male	3	31	256	1,126	4,159	2,423	140	14					8,152	37,310	304,149,112
	Total 1985	16	112	696	2,610	6,989	3,720	237	15					14,395	36,358	523,371,097
Fall 1983	Minority Female	18	33	136	383	303	27	1						901	30,360	27,354,530
	Minority Male	2	14	104	479	536	44	5						1,184	32,495	38,473,867
	White Female	44	178	578	1,586	1,655	98	7						4,146	30,789	127,651,230
	White Male	22	86	544	2,675	4,807	358	36						8,528	33,380	284,663,675
	Total 1983	86	311	1,362	5,123	7,301	527	49						14,759	32,397	478,143,302

CALIFORNIA COMMUNITY COLLEGES
PERCENTAGE DISTRIBUTION BY ETHNIC CATEGORY OF TOTAL ANNUAL SALARIES EARNED BY PERSONS IN THAT ETHNIC CATEGORY
FULL-TIME FACULTY
FALL 1985

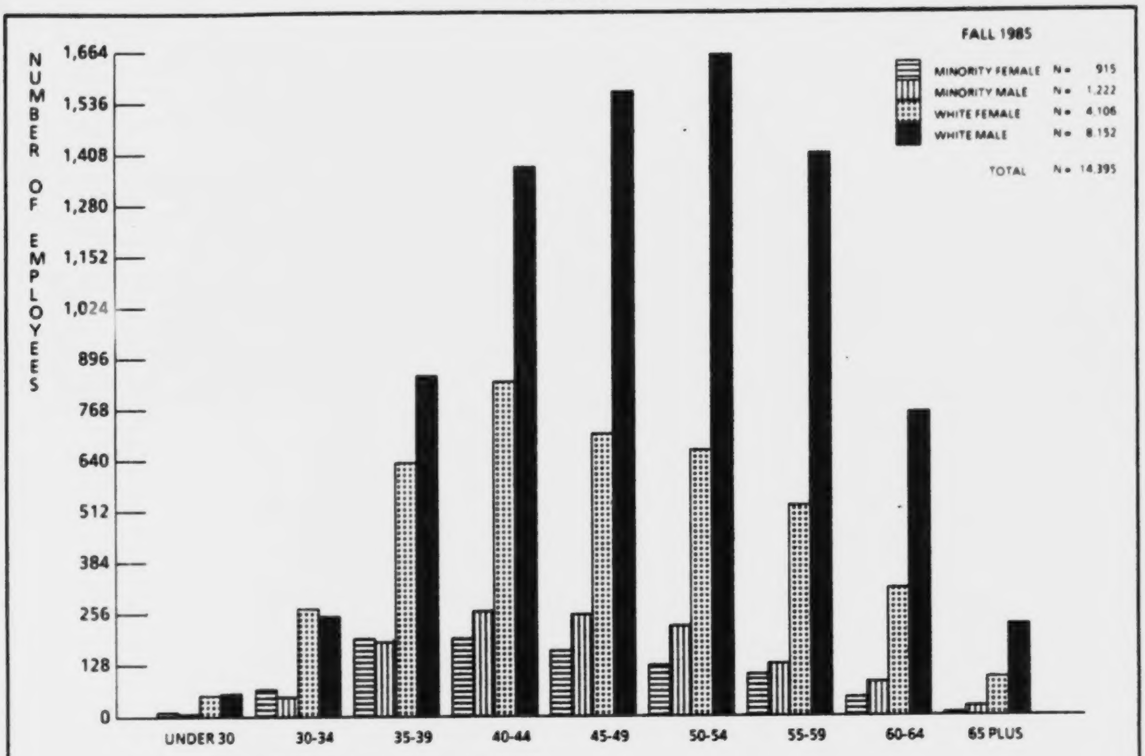


SOURCE: Chancellery, California Community Colleges (1985)

- In 1983, the largest single group (49.5%) of full-time faculty fell within the $33,001 to $40,000 salary range. Within this range were more than half of the white males and nearly half of the minority males.
    - Earning below this range were 63.3% of the minority females, 57.6% of the white females, 49.5% of the minority males and 38.8% of the white males.
- Between Fall 1983 and 1985 full-time faculty mean salaries increased by 12.2% overall.
    - Minority females, whose number increased by 1.6%, received a 12.2% mean salary increase;
    - Minority males, whose number increased by 3.2%, received an 11.8% mean salary increase;
    - White females, whose number decreased by 1.0%, received a 13.2% salary increase;
    - White males, whose number decreased by 4.5%, received an 11.8% mean salary increase.
- In 1985, the largest single group (48.6%) of full-time faculty still fell within the $33,001 to $40,000 salary range. However, earning within the range were now approximately one-half of the white males, minority males and minority females.
    - Earning below this range were 33.8% of the white females, 34% of the minority females, 25.5% of minority males, and 17.4% of white males.
    - Those earning above the range increased as follows:

	OVER $40,001	
FULL-TIME FACULTY	1983	1985
Minority females	3.0%	16.4%
Minority males	3.7%	26.4%
White females	2.4%	22.4%
White males	4.2%	31.4%

CALIFORNIA COMMUNITY COLLEGES
DISTRIBUTION BY AGE, SEX, MINORITY/MAJORITY
FULL-TIME FACULTY
FALL 1985



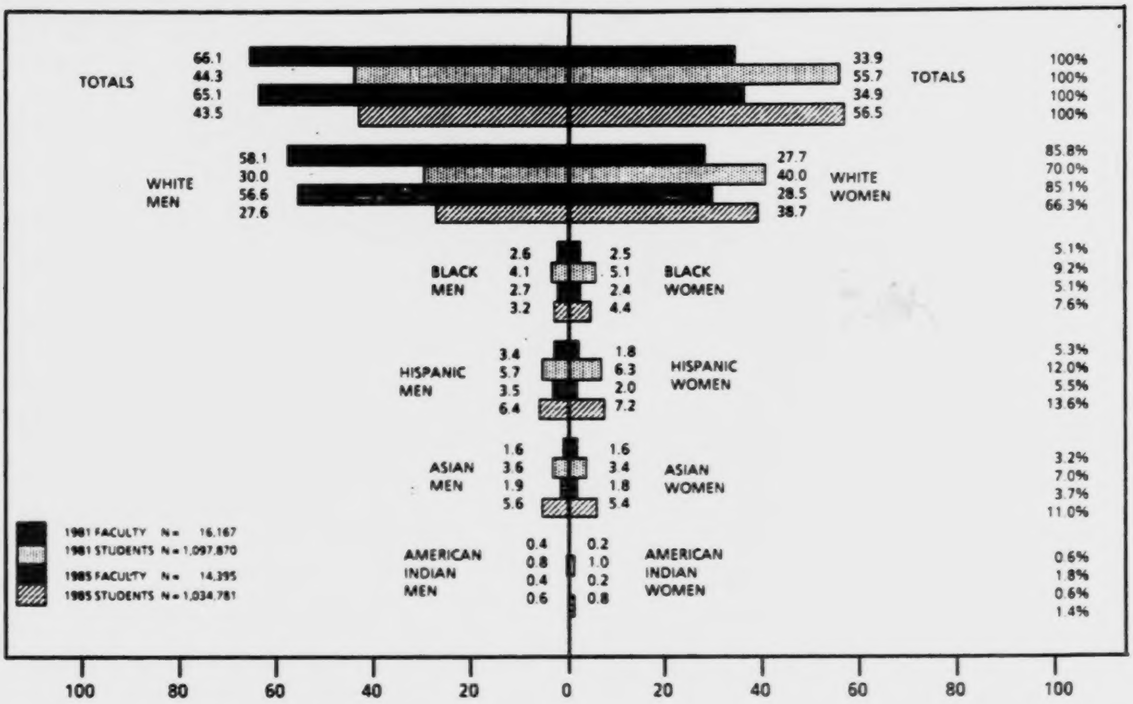
SOURCE: Chancellery, California Community Colleges (1985)

FULL-TIME FACULTY DISTRIBUTION BY AGE -- 1985

FULL-TIME FACULTY	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
Minority Female	1	13	69	195	192	162	126	103	46	5	3		915	6.30	45.2
Minority Male		7	52	185	260	254	223	130	85	22	3	1	1,222	8.40	47.2
White Female	1	54	271	634	837	706	664	525	317	89	7	1	4,106	28.50	47.0
White Male	2	56	249	854	1,375	1,566	1,655	1,408	759	206	20	2	8,152	56.60	49.2
Total	4	130	641	1,868	2,664	2,668	2,688	2,166	1,207	322	33	4	14,395	99.80	48.1

- In 1985, one quarter of the full-time faculty (25.9%) were approaching retirement age:
    - 10.9% were 60 years of age or older
    - 15.0% were 55 through 59 years of age
- In that same year, over half (55.7%) of the full-time faculty fell in the 40-54 age category. Distribution of that group was as follows:
    - 6.0% minority female
    - 9.2% minority male
    - 27.5% white female
    - 57.3% white male
- In 1985, of the younger faculty (18.4%):
    - Only 0.9% were under 30 years of age
    - Only 5.4% were under 35 years of age
    - And 13.0% were in the 35-39 age bracket
- Distribution of the younger faculty (18.4%) was as follows:
    - Minority females 10.5%
    - Minority males 9.2%
    - White females 36.3%
    - White males 43.9%

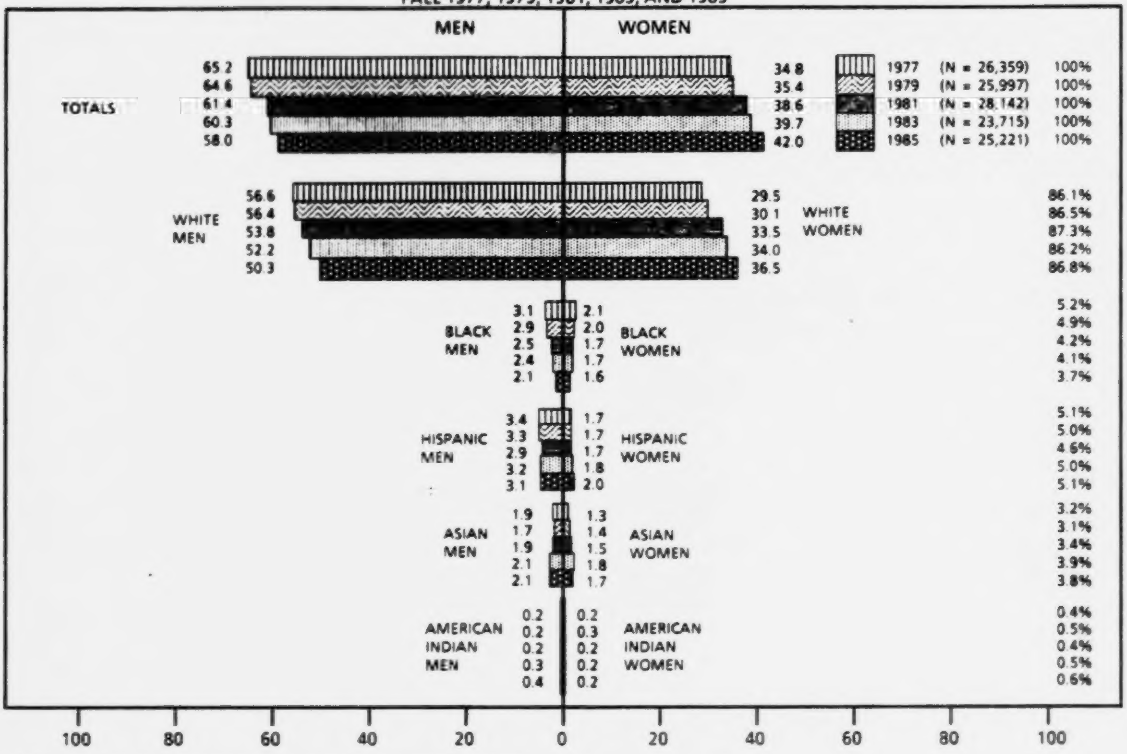
CALIFORNIA COMMUNITY COLLEGES
COMPARISON OF STUDENTS WITH FULL-TIME FACULTY BY SEX AND ETHNICITY
FALL 1981 AND 1985



SOURCE: California Postsecondary Education Commission (1981)
Chancellery, California Community Colleges (1985)
(Student data excludes all unknowns and nonresident aliens)

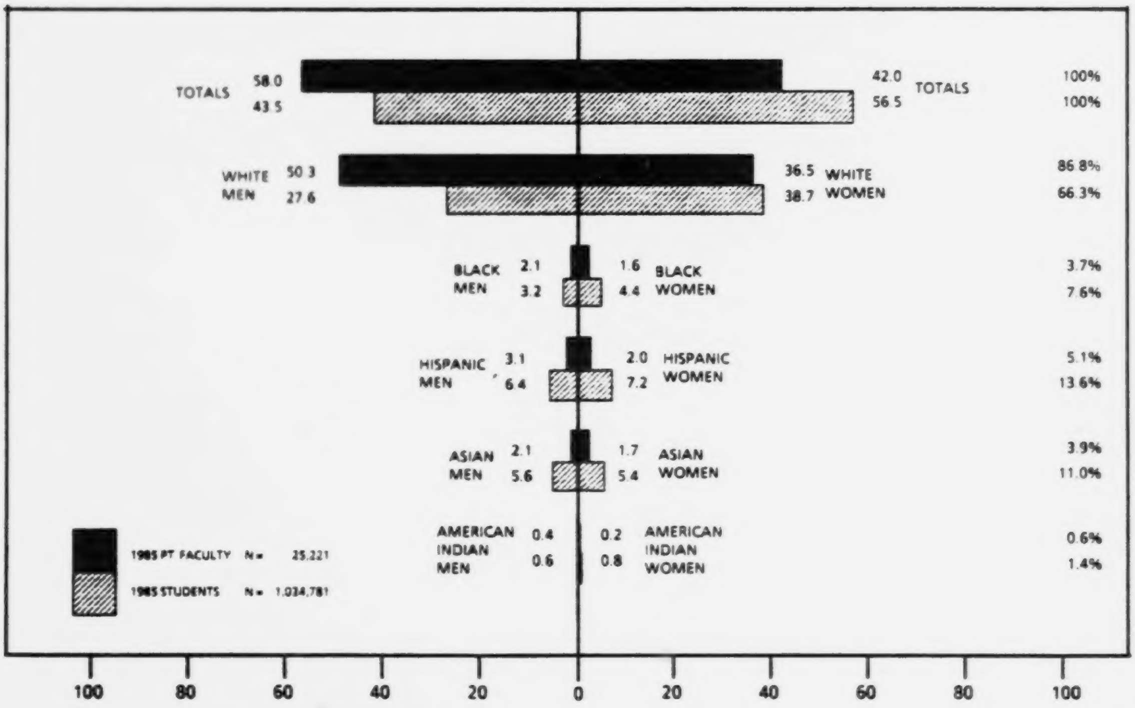
- Between 1981 and 1985:
  - the total number of students declined by 5.8%
  - there was a 3.7% decline in white students to 66.3% and a 0.7% decline in white faculty to 85.1%.
  - there was a 1.6% decline in black students to 7.6% and the percentage of black faculty (5.1%) did not change
  - there was a 4.0% increase in Asian students to 12.0% and a 0.5% increase in Asian faculty to 3.7%
  - there was a 1.6% increase in Hispanic students to 13.6% and a 0.2% increase in Hispanic faculty to 5.5%
  - the total number of male students declined by 0.8%, with a corresponding increase in female students.
- In 1985:
  - female students comprised 56.5% of the student population and were the majority in every ethnic group except Asians
  - female faculty were underrepresented in every ethnic group, and they comprised only 34.9% of the total faculty

CALIFORNIA COMMUNITY COLLEGES
PART-TIME FACULTY BY SEX AND ETHNICITY AS PERCENT OF TOTAL PART-TIME FACULTY,
FALL 1977, 1979, 1981, 1983, AND 1985



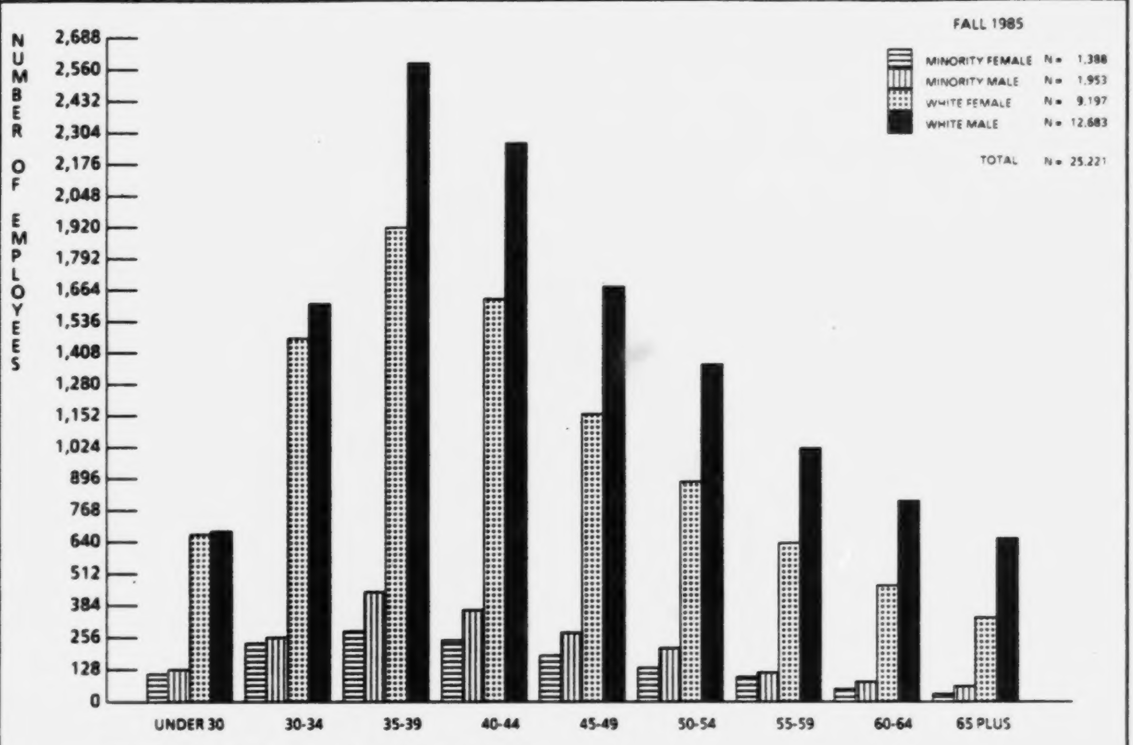
SOURCE: California Postsecondary Education Commission (1977, 1979 and 1981)
Chancellery, California Community Colleges (1983 and 1985)

CALIFORNIA COMMUNITY COLLEGES
COMPARISON OF STUDENTS WITH PART-TIME FACULTY BY SEX AND ETHNICITY
FALL 1985



SOURCE: Chancellery, California Community Colleges
(Student data excludes all unknowns and nonresident aliens)

CALIFORNIA COMMUNITY COLLEGES
DISTRIBUTION BY AGE, SEX, MINORITY/MAJORITY
PART-TIME FACULTY
FALL 1985



SOURCE: Chancellery, California Community Colleges (1985)

PART-TIME FACULTY DISTRIBUTION BY AGE 1985

PART-TIME FACULTY	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
Minority Female	9	106	236	282	245	185	136	102	53	23	7	4	1,388	5.50	42.2
Minority Male	9	122	257	441	368	277	215	120	81	42	12	9	1,953	7.70	43.1
White Female	61	614	1,474	1,921	1,631	1,164	885	637	469	213	59	69	9,197	36.40	43.0
White Male	47	640	1,612	2,590	2,264	1,682	1,362	1,019	809	424	131	103	12,683	50.20	44.6
Total	126	1,482	3,579	5,234	4,508	3,308	2,598	1,878	1,412	702	209	185	25,221	99.80	43.8

PART-TIME FACULTY -- 8 YEAR TRENDS

- The number of white males declined 6.3% and white females increased 7.0%.
- Very modest gains were made by Asian and American Indian males and by Asian and Hispanic females.
- All other ethnic groups experienced losses.

PART-TIME FACULTY COMPARED WITH FULL TIME FACULTY

FULL-TIME/PART-TIME COMPARISONS BY SEX AND ETHNICITY

Males			Females	
Full-Time	Part-time	1985	Full-Time	Part-Time
56.6%	50.3%	White	28.5%	36.5%
2.7	2.1	Black	2.4	1.6
3.5	3.1	Hispanic	2.0	2.0
1.9	2.1	Asian	1.8	1.7
0.4	0.4	American Indian	0.2	0.2

- In 1985, part-time faculty taught an average of 5.4 hours per week for which the average pay was $24.32 per hour.

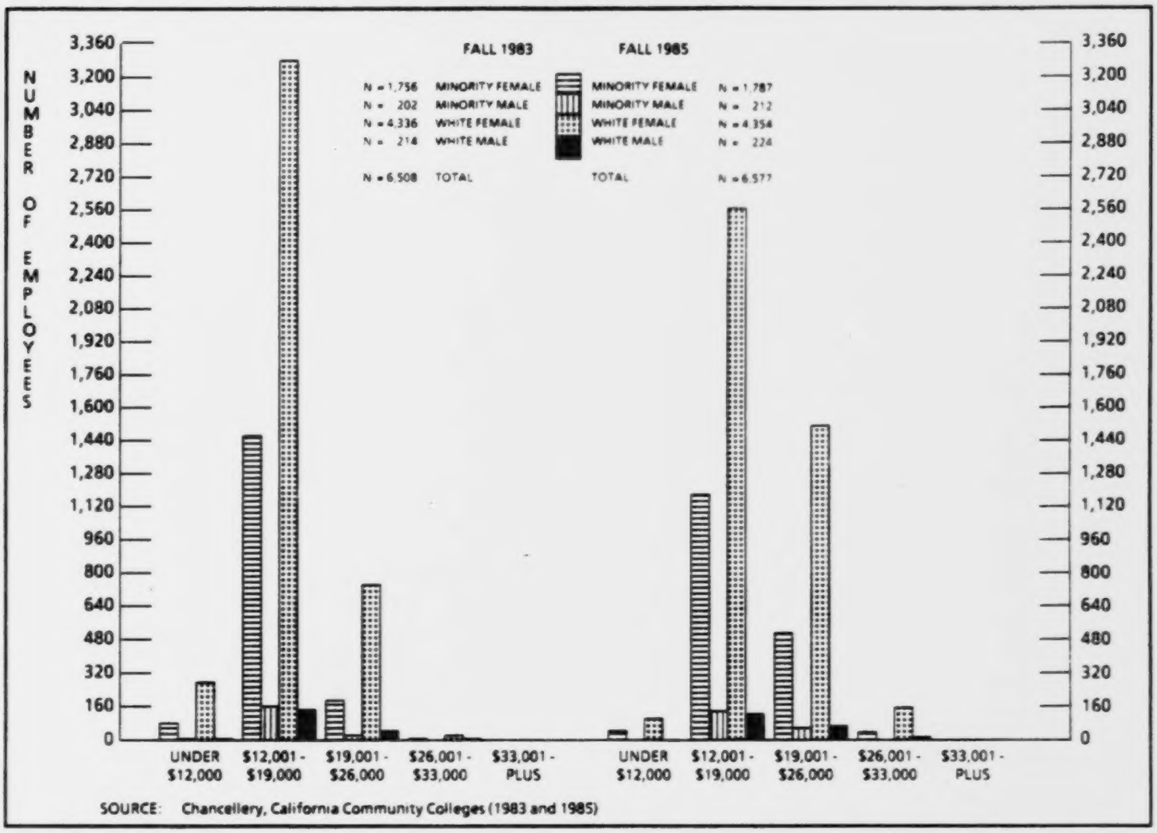
PART-TIME FACULTY COMPARED WITH STUDENTS

- Although males were only 43.5% of the student body in 1985, 58% of the part-time faculty was male.
- Percentages of female and minority male part-time faculty were lower than the percentages of their counterparts in the student population.

PART-TIME FACULTY AGE DISTRIBUTION

- The mean age for part-time faculty in 1985 was 43.3 years and varied only slightly by ethnic category.
- Approximately 7.5% of all part-time faculty were within the 55-59 year age category and 9.2% were 60 years old or older. White males predominated in all age categories, followed by white females.

CALIFORNIA COMMUNITY COLLEGES
DISTRIBUTION OF ANNUAL SALARY BY SEX AND MINORITY/MAJORITY
FULL-TIME SECRETARIAL/CLERICAL EMPLOYEES
FALL 1983 COMPARED WITH FALL 1985



SOURCE: Chancellery, California Community Colleges (1983 and 1985)

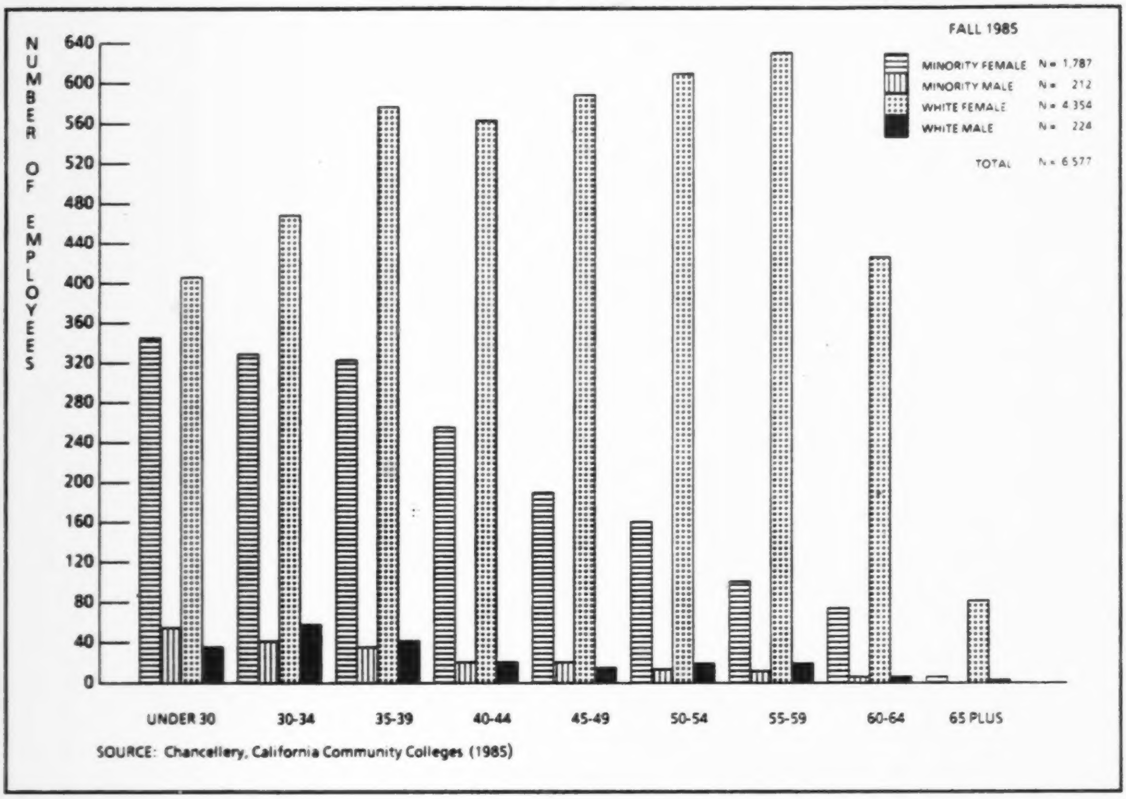
Secretarial and Clerical (EEO-6) -- An employee having clerical or secretarial duties (e.g., bookkeepers, sales clerks, office machines operators, secretaries, etc.)

- In 1983, 83.7% of the secretarial/clerical staff earned less than $19,000 per year.
- Between 1983 and 1985, the mean annual salary for secretarial/clerical employees increased by 12.3%.
- By 1985, the percentage of employees earning less than $19,000 per year had declined by 20% to 63.6% of this position category.
- In 1985, approximately one-third of the system's secretarial/clerical employees earned between $19,001 and $26,000. 93.9% of the staff in this salary range was female.
- Earning over $26,001 were 8.9% of the white males, 3.7% of the white females, 2.8% of the minority males and 1.9% of the minority females.

FULL-TIME SECRETARIAL/CLERICAL EMPLOYEES
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

	SECRETARIAL/ CLERICAL	Under 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 75000	75001 82000	82001 PLUS	NUMBER	MEAN SALARY	TOTAL SALARIES
1985	Minority Female	46	1,184	514	39	3	1							1,787	17,893	31,974,583
	Minority Male	1	141	64	6									212	17,944	3,804,146
	White Female	105	2,572	1,517	153	6	1							4,354	18,356	79,923,123
	White Male	6	129	69	15	4	1							224	19,152	4,290,024
	Total 1985	158	4,026	2,164	213	13	3							6,577	18,244	119,991,876
1983	Minority Female	84	1,467	194	9	2								1,756	15,937	27,985,633
	Minority Male	13	163	22	4									202	16,239	3,280,344
	White Female	279	3,282	747	28									4,336	16,315	70,741,307
	White Male	10	147	48	9									214	17,371	3,717,327
	Total 1983	386	5,059	1,011	50	2								6,508	16,245	105,724,611

CALIFORNIA COMMUNITY COLLEGES
DISTRIBUTION BY AGE, SEX, MINORITY/MAJORITY
FULL-TIME SECRETARIAL/CLERICAL EMPLOYEES
FALL 1985



SOURCE: Chancellery, California Community Colleges (1985)

FULL-TIME SECRETARIAL/CLERICAL DISTRIBUTION BY AGE -- 1985

SECRETARIAL/ CLERICAL	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
Minority Female	110	236	329	324	255	190	160	102	75	5		1	1,787	27.10	39.3
Minority Male	19	37	42	36	22	22	14	12	7	1			212	3.20	37.6
White Female	119	288	469	577	563	589	610	631	426	75	4	3	4,354	66.20	45.4
White Male	11	26	59	42	21	15	20	20	7	1	2		224	3.40	39.5
Total	259	587	899	979	861	816	804	765	515	82	6	4	6,577	99.90	43.3

- In 1985, 41.4% of secretarial/clerical employees were under 40 years of age and female (93.4%).
- Approximately 70% of the white females were almost equally distributed among the age categories between 35 and 59, while 70% of the minority females were under age 45.
- 11.6% of the secretarial/clerical staff were between 55-59 years of age and 9.1% were over 60 years of age
- Between 1983 and 1985, secretarial/clerical positions increased by 1%. By 1985, white females made up 66.2% of this job classification, followed by minority females (27.1%), white males (3.4%) and minority males (3.2%).
- Between 1983 and 1985, of the entire secretarial/clerical group, 682 persons (10.3%)were promoted. Overall, 9.9% of the females in this job class were promoted, as were 0.4% of the males.
  - Reported promotions by percent of ethnic total by sex were as follows:

No 6,577	Ethnic Group	Number and Percent Promoted			
		N	MALES	N	FEMALES
4,578	White	18	0.4%	470	10.3%
653	Black	3	0.5%	34	5.2%
763	Hispanic	4	0.05%	94	12.3%
363	Asian	1	0.02%	41	11.3%
165	Filipino	3	1.8%	9	5.5%
55	Am. Ind.	0		5	9.1%

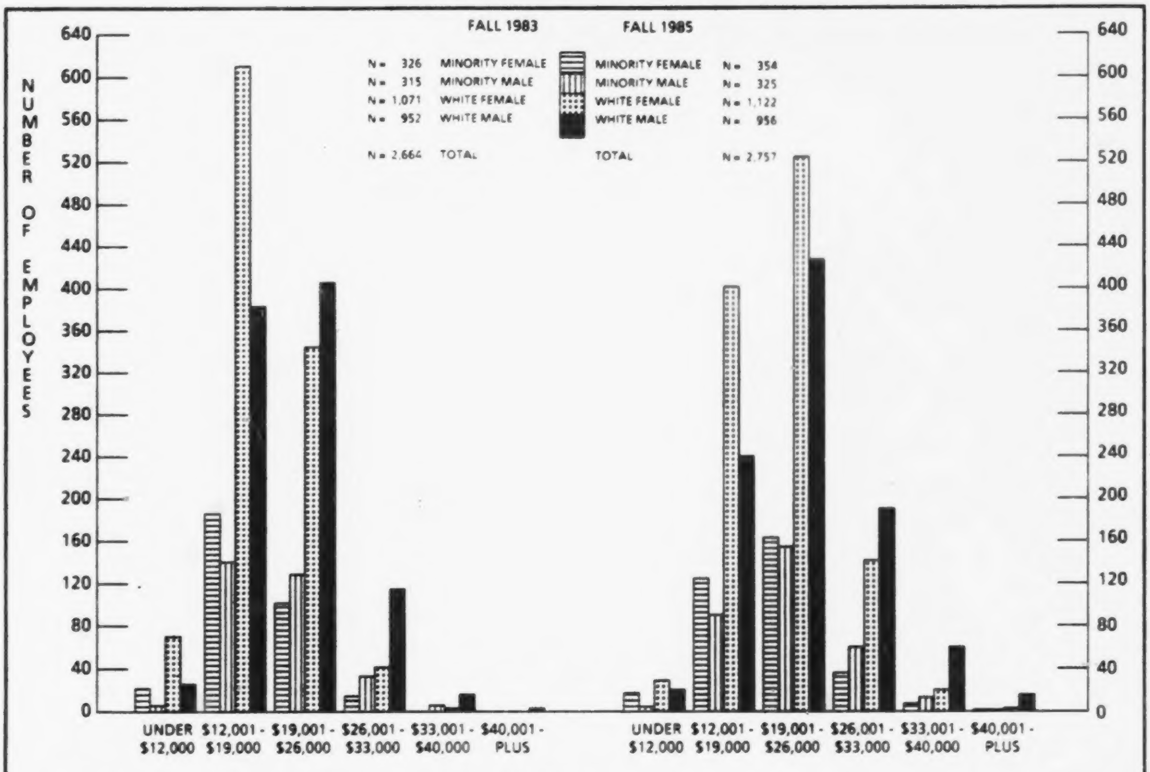
Reported promotions as percentages of sex/ethnicity were as follows:

Sex	White	Black	Hispanic	Asian	Filipino	Am. Indian
Male	8.0	4.5	5.7	3.0	8.3	0
Female	10.7	5.7	13.5	12.4	6.9	10.4

1983-1985 New Hires/Promotions -- 1985 Reported Totals

SECRETARIAL/ CLERICAL	Total	Total		White		Black		Hispanic		Asian/Pac Is.		Filipino		Am. Ind	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1983-85 New Hires	1,575	153	1,422	82	989	22	127	18	175	11	78	17	25	3	28
1983-85 Promotions	682	29	653	18	470	3	34	4	94	1	41	3	9		5
1985 Reported Staff	6,577	436	6,141	224	4,354	66	587	70	693	33	330	36	129	7	48

CALIFORNIA COMMUNITY COLLEGES
DISTRIBUTION OF ANNUAL SALARY BY SEX AND MINORITY/MAJORITY
FULL-TIME TECHNICAL/PARAPROFESSIONAL EMPLOYEES
FALL 1983 COMPARED WITH FALL 1985



SOURCE: Chancellery, California Community Colleges (1983 and 1985)

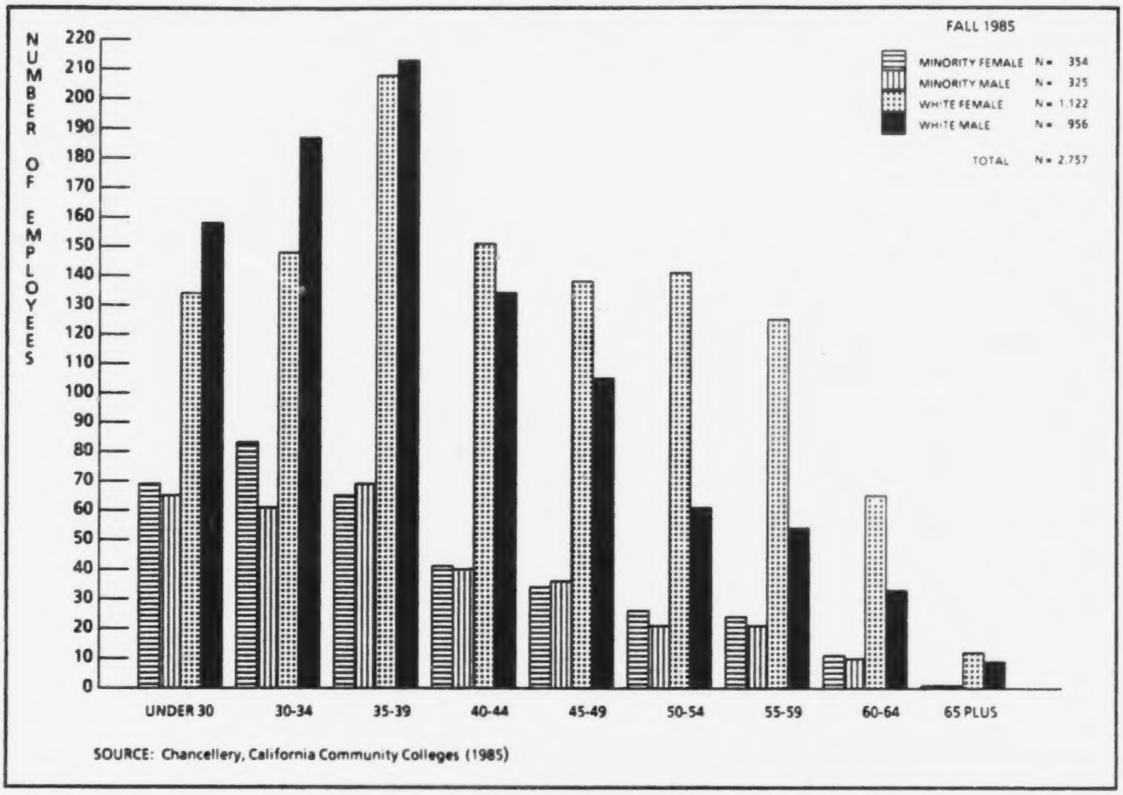
Technical/Paraprofessional (EEO-6) -- An employee whose position requires specialized knowledge or technical skills (e.g., computer programmers, licensed or vocational nurses, dieticians, photographers, instructional aides, etc. Do not include certificated employees.).

- Between 1983 and 1985, the mean annual salary level for all Technical/Paraprofessional employees increased by 13.1% from $19,138 to $21,650. The greatest percentage of salary increase was received by white females (14.9%), followed by minority females (13.8%), white males (12.4%) and minority males (10.3%)
- In 1983, the largest single group (49.6%) of Technical/Paraprofessional employees fell in the $12,001 to $19,000 salary range. 63.8% of the minority females and 63.6% of the white females were paid below or within this range, compared with 46.6% of the minority males and 43.1% of white males who were paid below or within this range
- By 1985, the largest single group of Technical/Paraprofessional employees (46.1%) fell in the $19,001 to $26,000 salary range. Above the range were white males (28.0%), minority males (23.1%), white females (14.8%) and minority females (13.3%).

FULL-TIME TECHNICAL/PARAPROFESSIONAL EMPLOYEES
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

	TECHNICAL/ PARAPROFESSIONAL	Under 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NUMBER	MEAN SALARY	TOTAL SALARIES
Fall 1985	Minority Female	18	125	164	37	8	2							354	20,368	7,210,198
	Minority Male	5	90	155	60	13	1	1						325	22,233	7,225,828
	White Female	29	402	525	142	21	3							1,122	20,720	23,248,354
	White Male	20	240	428	191	61	15	1						956	23,017	22,004,659
	Total 1985	72	857	1,272	430	103	21	2						2,757	21,650	59,689,039
Fall 1983	Minority Female	22	186	102	15	1								326	17,895	5,833,915
	Minority Male	7	140	129	33	6								315	20,152	6,347,886
	White Female	70	611	345	42	3								1,071	18,026	19,306,296
	White Male	27	384	406	115	17	3							952	20,477	19,494,272
	Total 1983	126	1,321	982	205	27	3							2,664	19,138	50,982,369

CALIFORNIA COMMUNITY COLLEGES
DISTRIBUTION BY AGE, SEX, MINORITY/MAJORITY
FULL-TIME TECHNICAL/PARAPROFESSIONAL EMPLOYEES
FALL 1985



SOURCE: Chancellery, California Community Colleges (1985)

TECHNICAL/PARAPROFESSIONAL DISTRIBUTION BY AGE -- 1985

TECHNICAL/ PARAPROFESSIONAL	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
Minority Female	14	55	83	65	41	34	26	24	11	1			354	12.80	38.6
Minority Male	10	55	61	69	40	36	21	21	11	1			325	11.70	38.9
White Female	34	99	148	208	151	138	141	125	65	10	2	1	1,122	40.60	42.9
White Male	32	125	187	213	135	105	62	54	33	7	2	1	956	34.60	39.3
Total	90	334	479	555	367	313	250	224	120	19	4	2	2,757	99.70	40.6

- In 1985, 77.5% of the Technical/Paraprofessional employees were under 50 years of age.
- Of those between 50 and 59 years of age, 23.7% were white females, 14.1% were minority females, 12.9% were minority males and 12.1% were white males.
- The group with the largest number of those over 60 years of age was white females (6.9%), followed by white males (4.4%), minority males (3.6%) and minority females (3.4%).
- Between 1983 and 1985, the number of females in Technical/Paraprofessional positions increased by 1.1% to 53.5% of the total.
- Of those hired between 1983 and 1985, 74% were white and 26% were minorities: Hispanics 8.7%; Asians 8.4%; Blacks 5.3%; Filipinos 1.9%; American Indians 1.8%.
- Between 1983 and 1985, of the entire Technical/Paraprofessional group, 315 persons (11.5%) were promoted. Overall, 7.3% of the females in this job class were promoted, as were 4.2% of the males.
  - Reported promotions by percent of ethnic total by sex were as follows:

No. 2,757	Ethnic Group	Number and Percent Promoted			
		N	Males	N	Females
2,078	White	75	3.6%	146	7.0%
164	Black	12	7.3%	8	4.9%
285	Hispanic	20	7.0%	27	9.5%
179	Asian	7	4.0%	15	8.4%
33	Filipino	1	3.0%	3	9.1%
18	Am. Ind.	0	0	1	5.6%

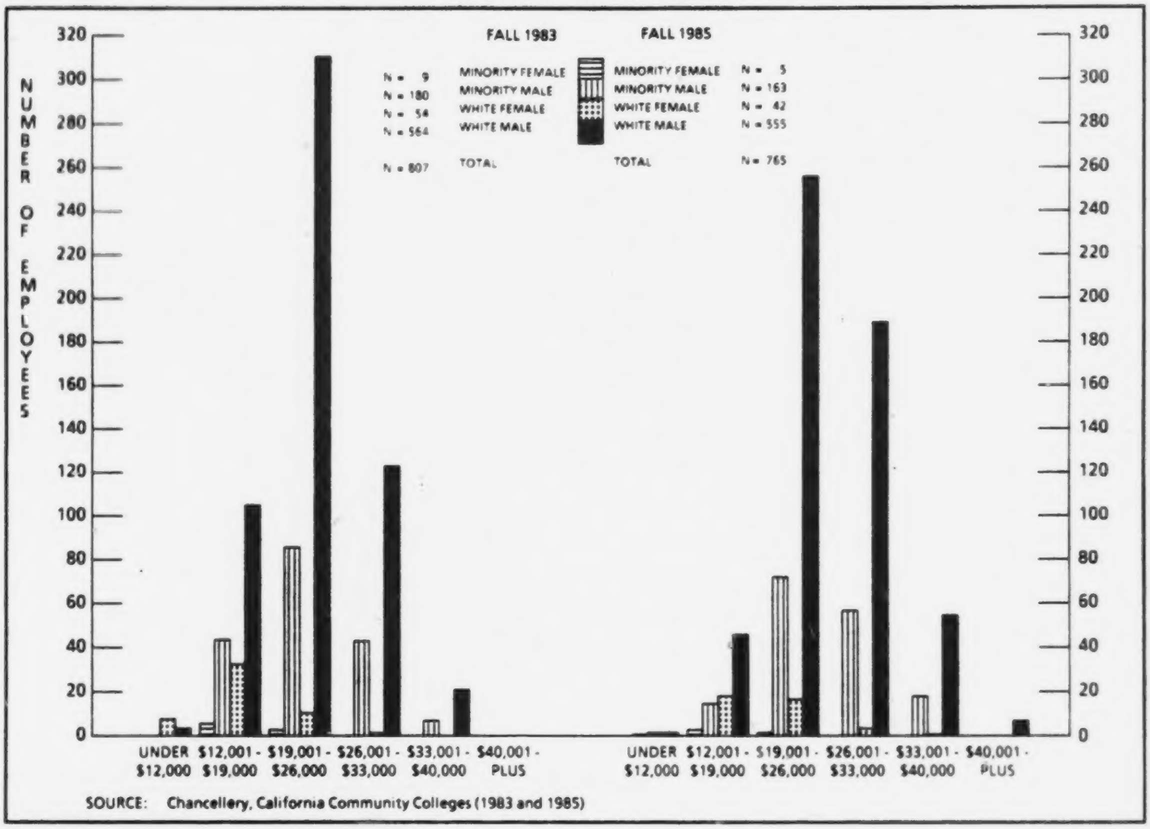
Reported promotions as percentages of sex/ethnicity were as follows:

Sex	White	Black	Hispanic	Asian	Filipino	Am. Indian
Male	7.8%	13.5%	15.4%	8.8%	6.3%	0
Female	13.0%	10.7%	17.4%	15.2%	17.6%	12.5%

1983-1985 New Hires/Promotions -- 1985 Reported Totals

TECHNICAL/ PARAPROFESSIONAL	Total	Total		White		Black		Hispanic		Asian/Pac Is		Filipino		Am Ind	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1983-85 New Hires	681	322	359	236	268	17	19	24	35	31	26	9	4	5	7
1983-85 Promotions	315	115	200	75	146	12	8	20	27	7	15	1	3	0	1
1985 Reported Staff	2,757	1,281	1,476	956	1,122	89	75	130	155	80	99	16	17	10	8

CALIFORNIA COMMUNITY COLLEGES
DISTRIBUTION OF ANNUAL SALARY BY SEX AND MINORITY/MAJORITY
FULL-TIME SKILLED CRAFTS EMPLOYEES
FALL 1983 COMPARED WITH FALL 1985



SOURCE: Chancellery, California Community Colleges (1983 and 1985)

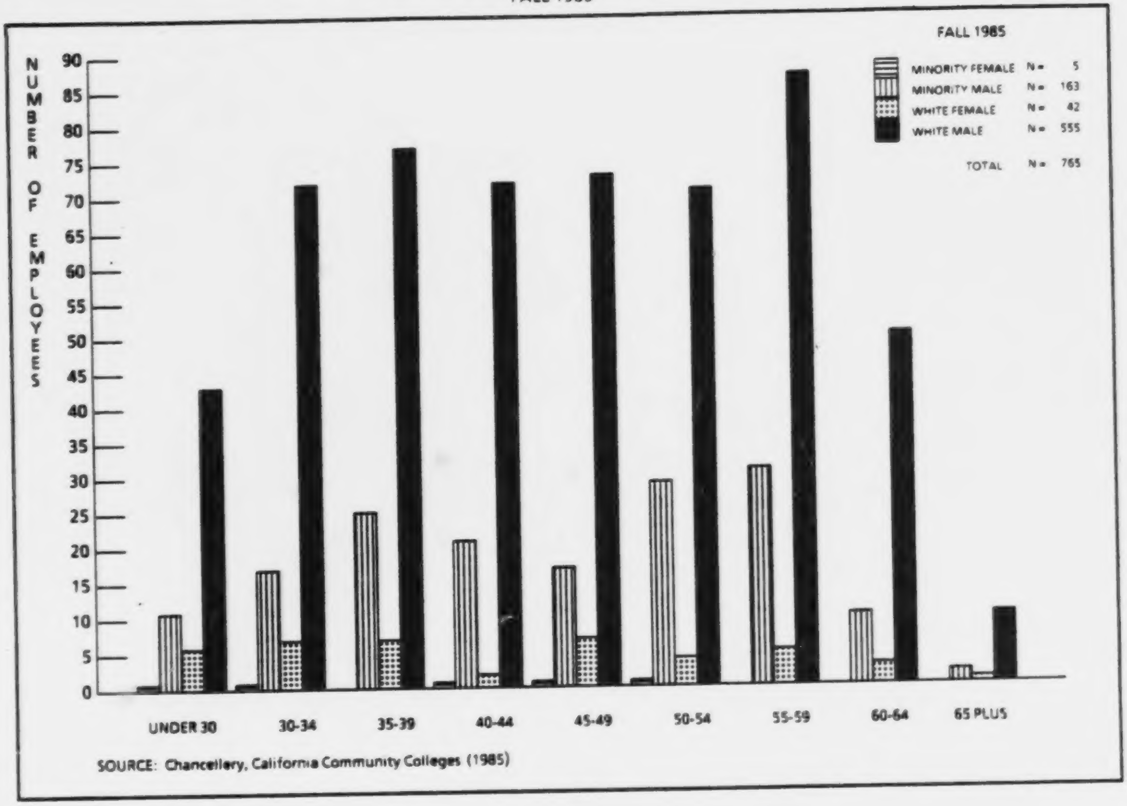
Skilled Crafts (EEO-6) -- An employee with duties requiring special manual skills (e.g., mechanics, electricians, carpenters, typesetters, etc.)

- **Between 1983 and 1985, the total number of skilled crafts positions declined by 5.2%.**
- **Between 1983 and 1985, white and minority females who had entered this traditionally male field were:**
  - More likely to be in the three lowest salary ranges (89.4% of all women were)
  - More likely to leave (overall, female separations were 34.0%, male separations 3.6%)
- In 1985, skilled crafts employees were 72.5% white male, 21.3% minority male, 5.5% white female and 0.6% minority female.
- **The overall mean salary for skilled crafts employees increased by 12.6% between 1983 and 1985.**
  - The 1985 mean salary difference between white males and minority males was $463 or 1.8%, between white males and white females $6,289 or 32.1%, between minority males and minority females $7,888 or 45.0%, between white females and minority females $2,062 or 11.8%.

FULL-TIME SKILLED CRAFTS EMPLOYEES
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

	SKILLED CRAFTS	Under 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NUMBER	MEAN SALARY	TOTAL SALARIES
Fall 1985	Minority Female		3	2										5	17,519	87,596
	Minority Male	1	15	72	57	18								163	25,407	4,141,314
	White Female	2	18	17	4	1								42	19,581	822,393
	White Male	2	46	256	189	55	7							555	25,870	14,357,686
	Total 1985	5	82	347	250	74	7							765	25,371	19,408,989
Fall 1983	Minority Female		6	3										9	16,943	152,486
	Minority Male		44	86	43	7								180	22,950	4,130,948
	White Female	8	33	11	2									54	16,235	876,684
	White Male	4	105	311	123	21								564	23,085	13,020,149
	Total 1983	12	188	411	168	28								807	22,528	18,180,267

CALIFORNIA COMMUNITY COLLEGES
DISTRIBUTION BY AGE, SEX, MINORITY/MAJORITY
FULL-TIME SKILLED CRAFTS EMPLOYEES
FALL 1985



SOURCE: Chancellery, California Community Colleges (1985)

SKILLED CRAFTS DISTRIBUTION BY AGE -- 1985

SKILLED CRAFTS	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
Minority Female		1	1		1	1	1						5	.60	40.0
Minority Male	1	10	17	25	21	17	29	31	10	2			163	21.30	45.8
White Female	1	4	7	7	2	7	4	5	3	1		1	42	5.40	44.3
White Male	5	38	72	77	72	73	71	87	50	10			555	72.50	45.4
Total	7	53	97	109	96	98	105	123	63	13		1	765	99.80	45.4

- 60.1% of skilled crafts employees are under 50 years of age.
- Between the ages of 50 and 59 years, were 36.8% of the minority males, 28.5% of the white males, 21.4% of the white females and 20% of the minority females.
- 10.8% of the white males were over sixty, and they were the largest group (77.9%).
- Between 1983 and 1985, 88.8% of the new hires were male: White males 69.0%, Hispanic males 7.1%, Black males 4.8%, Asian males 4.0%, Filipino males 2.4% and American Indian males 1.6%.
- Between 1983 and 1985, of the entire Skilled Crafts group, 67 persons (8.8%) were promoted. Overall, 0.7% of the females in this ,ob class were promoted, as were 8.1% of the males.
  - Reported promotions by percent of ethnic total by sex were as follows:

No. 765	Ethnic Group	Number and Percent Promoted			
		N	MALES	N	FEMALES
597	White	41	6.9%	5	0.8%
43	Black	4	9.3%	0	0
85	Hispanic	15	17.6%	0	0
25	Asian	1	4.0%	0	0
6	Filipino	0	0	0	0
9	Am. Ind.	1	11.1%	0	0

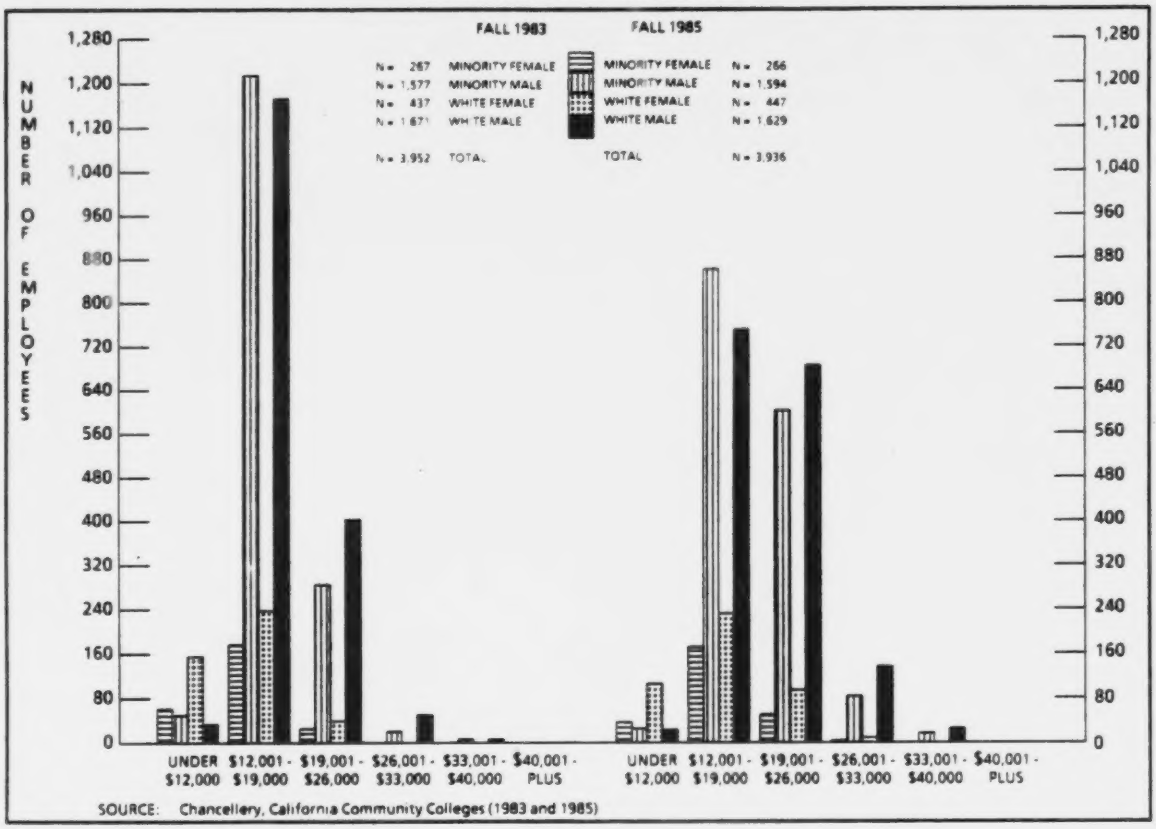
  - Reported promotions as percentages of sex/ethnicity were as follows:

Sex	White	Black	Hispanic	Asian	Filipino	Am. Indian
Male	7.4%	10.3%	17.9%	4.0%	0	11.1
Female	11.9%	0	0	0	0	0

1983-1985 New Hires/Promotions -- 1985 Reported Totals

SKILLED CRAFTS	Total	Total		White		Black		Hispanic		Asian/Pac Is.		Filipino		Am. Ind.	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1983-85 New Hires	126	112	14	87	11	6	1	9	2	5	0	3	0	2	0
1983-85 Promotions	67	62	5	41	5	4	0	15	0	1	0	0	0	1	0
1985 Reported Staff	765	718	47	555	42	39	4	84	1	25	0	6	0	9	0

CALIFORNIA COMMUNITY COLLEGES
DISTRIBUTION OF ANNUAL SALARY BY SEX AND MINORITY/MAJORITY
FULL-TIME SERVICE/MAINTENANCE EMPLOYEES
FALL 1983 COMPARED WITH FALL 1985



SOURCE: Chancellery, California Community Colleges (1983 and 1985)

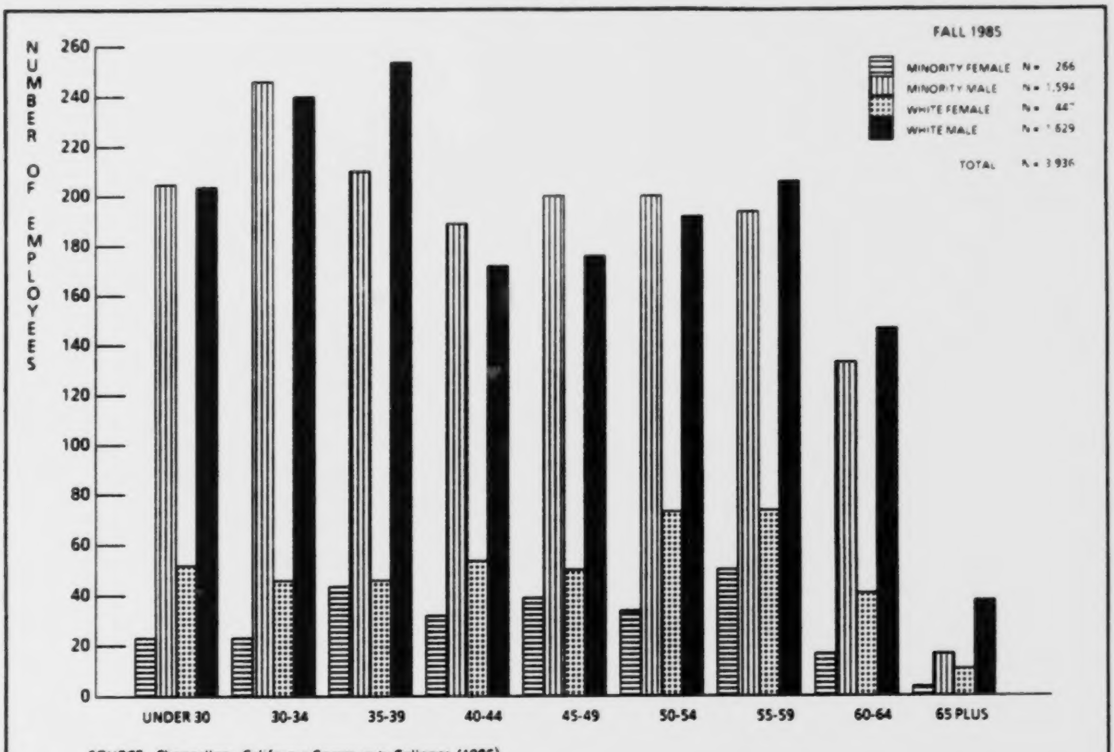
Service/Maintenance (EEO-6) -- An employee with duties contributing to the comfort and convenience of employees and students or involving maintenance of grounds, buildings, and facilities (e.g., cafeteria workers, custodial personnel, gardeners, security personnel, etc.)

- Service/maintenance employees were predominantly male (81.9%) with white males holding 41.4% of the positions, minority males 40.5%, white females 11.4% and minority females 6.8%.
- Between 1983 and 1985, the overall mean salary increase for service/maintenance employees was 12.4%
  - the mean salary of white males exceeded that of white females by $4,007 or 25.2%
  - the mean salary of minority males exceeded that of minority females by $2,807 or 17.3%
  - the mean salary of white males exceed that of minority males by $844 or 4.4%
  - the mean salary of minority females exceeded that of white females by $356 or 2.2%
- In 1985, 23.5% of white females and 13.9% of minority females earned under $12,000 annually, contrasted with 1.6% of minority males and 1.5% of white males.

FULL-TIME SERVICE/MAINTENANCE EMPLOYEES
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

	SERVICE/ MAINTENANCE	Under 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NUMBER	MEAN SALARY	TOTAL SALARIES
Fall 1985	Minority Female	37	173	52	4									266	16,262	4,325,809
	Minority Male	26	861	604	85	17	1							1,594	19,069	30,395,871
	White Female	105	232	96	11	2	1							447	15,906	7,109,768
	White Male	24	753	686	137	27	1	1						1,629	19,913	32,439,041
	Total 1985	192	2,019	1,438	237	46	3	1						3,936	18,870	74,270,489
Fall 1983	Minority Female	63	178	25		1								267	14,526	3,878,309
	Minority Male	52	1,214	285	20	6								1,577	16,916	26,676,904
	White Female	155	239	39	2	1	1							437	14,040	6,135,354
	White Male	35	1,173	403	52	7	1							1,671	17,757	29,671,807
	Total 1983	305	2,804	752	74	15	2							3,952	16,792	66,362,374

CALIFORNIA COMMUNITY COLLEGES
DISTRIBUTION BY AGE, SEX, MINORITY/MAJORITY
FULL-TIME SERVICE/MAINTENANCE EMPLOYEES
FALL 1985



SOURCE: Chancellery, California Community Colleges (1985)

SERVICE/MAINTENANCE DISTRIBUTION BY AGE -- 1985

SERVICE/ MAINTENANCE	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
Minority Female	8	15	23	44	32	39	34	50	17	4			266	6.70	45.3
Minority Male	52	153	246	210	189	200	200	194	133	15	2		1,594	40.40	43.3
White Female	11	41	46	46	54	50	73	74	41	11			447	11.30	45.8
White Male	50	154	240	254	172	176	192	206	147	32	5	1	1,629	41.30	43.7
Total	121	363	555	554	447	465	499	524	338	62	7	1	3,936	99.70	43.9

- 63.6% of service maintenance employees were under 50 years of age.
- Between the ages of 50 and 59 were 32.9% of the white females, 31.6% of the minority females, 24.8% of the minority males and 24.4% of the white males.
- The group with the largest number of those over 60 years of age was white females (11.6%), followed by white males (11.4%), minority males (9.4%) and minority females (7.9%).
- Between 1983 and 1985, 81.8% of the new hires were male: White males 44.0%, Hispanic males 16.0%, Black males 13.5%, Asian males 5.2%, American Indian males 1.6% and Filipino males 1.5%.
- Between 1983 and 1985, of the entire Service/Maintenance group, 252 persons (6.4%) were promoted. Overall, 0.9% of the females in this job class were promoted, as were 5.5% of the males.
  - Reported promotions by percent of ethnic total by sex were as follows:

No 3,922	Ethnic Group	Number and Percent Promoted			
		N	MALES	N	FEMALES
2,074	White	114	5.5%	30	0.1%
803	Black	31	3.9%	4	0.5%
763	Hispanic	50	6.6%	3	0.4%
164	Asian	4	2.4%	0	0
88	Filipino	12	13.6%	0	0
41	Am. Ind.	4	9.8%	0	0

  - Reported promotions as percentages of sex/ethnicity were as follows:

Sex	White	Black	Hispanic	Asian	Filipino	Am. Indian
Male	7.0%	4.7%	7.4%	2.7%	14.6%	11.8%
Female	6.7%	2.7%	3.5%	0	0	0

1983-1985 New Hires/Promotions -- 1985 Reported Totals

SERVICE/ MAINTENANCE	Total	Total		White		Black		Hispanic		Asian/Pac Is.		Filipino		Am. Ind.	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1983-85 New Hires	743	608	135	327	89	100	15	119	22	39	1	11	2	12	6
1983-85 Promotions	252	215	37	114	30	31	4	50	3	4	0	12	0	4	0
1985 Reported Staff	3,933	3,220	713	1,627	447	653	150	678	85	146	18	82	6	34	7

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- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 1 full-time person was hired	0	0	100%	0
• 6 were promoted	17%	17%	33%	33%
• Fall 1985: 11 positions were reported filled in Executive/Administrative/Managerial	18%	0	55%	27%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 5 full-time faculty were hired	40%	0	20%	40%
• 18 were promoted	11%	11%	28%	50%
• Fall 1985: 82 positions were reported filled in Faculty	12%	21%	17%	48%
▸ 11% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 4 full-time persons were hired	25%	0	75%	0
• 1 was promoted	100%	0	0	0
• Fall 1985: 22 positions were reported filled in Professional/Non-Faculty	45%	9%	23%	23%
▸ 4% of the persons in this position category were 60 years of age or older				
College-Wide				
• 18 full-time persons were hired	39%	11%	39%	11%
• 32 were promoted	19%	16%	31%	34%
• Fall 1985: 173 positions were reported filled college-wide	32%	17%	21%	29%

- Reported in the two lowest salary ranges were:
  58% of all females and, of these, 80% were minority females
  22% of all males and, of these, 68% were minority males

- 45% of all full-time females employed by the college were in the secretarial/clerical position category; 74% of these were filled by minority females

- 8% of all full-time males employed by the college were in the service/maintenance position category; 86% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all females exceeded the mean salary of all males by $558 or 3%

- In the skilled crafts position category, minority males filled 100% of the positions

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COLLEGE OF ALAMEDA

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI- TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/ AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	3		3		1		1								1
1983-85 NEW HIRES	1	1				1									
1983-85 PROMOTIONS	6	4	2	2	1			2	1						
1985 REPORTED STAFF	11	9	2	3		4	1	2	1						
FACULTY															
1983-85 SEPARATIONS	17	11	6	7	4	2	2	1		1					
1983-85 NEW HIRES	5	3	2	2			1		1			1			
1983-85 PROMOTIONS	18	14	4	9	2	3	1	1		1	1				
1985 REPORTED STAFF	82	53	29	39	17	7	6	4	3	2	2	1	1		
PROF/NON-FACULTY															
1983-85 SEPARATIONS	4	2	2			2	2								
1983-85 NEW HIRES	4	3	1			1	1	1		1					
1983-85 PROMOTIONS	1		1				1								
1985 REPORTED STAFF	22	10	12	5	2	2	10	2		1					
SECTY/CLERICAL															
1983-85 SEPARATIONS	6	1	5		1		3					1	1		
1983-85 NEW HIRES	7	1	6		2		2		1			1	1		
1983-85 PROMOTIONS	4		4		2				1		1				
1985 REPORTED STAFF	41	3	38		10	1	17		3	1	3	1	5		
TECH/PARAPROF															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES															
1983-85 PROMOTIONS	1	1				1									
1985 REPORTED STAFF	6	4	2	3		1			2						
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS	1	1				1									
1985 REPORTED STAFF	2	2				2									
SERVICE/MAINT															
1983-85 SEPARATIONS	5	4	1		1	3		1							
1983-85 NEW HIRES	1	1						1							
1983-85 PROMOTIONS	1	1				1									
1985 REPORTED STAFF	9	7	2	1		4	1	1				1	1		
GRAND TOTAL															
1983-85 SEPARATIONS	36	19	17	8	7	7	8	2		1		1	1		1
1983-85 NEW HIRES	18	9	9	2	2	2	4	2	2	1		2	1		
1983-85 PROMOTIONS	32	21	11	11	5	6	2	3	2	1	2				
1985 REPORTED STAFF	173	88	85	51	29	21	35	9	9	4	5	3	7		

COLLEGE OF ALAMEDA

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE					1		1						2	40,612	81,224
MINORITY MALE							6						6	50,194	301,164
WHITE FEMALE															
WHITE MALE							2	1					3	51,844	155,532
TOTAL					1		9	1					11	48,902	537,920
FACULTY															
MINORITY FEMALE			1	3	8								12	33,142	397,699
MINORITY MALE				5	9								14	33,939	475,147
WHITE FEMALE				2	15								17	35,033	595,568
WHITE MALE			1	5	33								39	34,650	1,351,365
TOTAL			2	15	65								82	34,338	2,819,779
PROF/NON-FACULTY															
MINORITY FEMALE		4	2	1	3								10	25,302	253,023
MINORITY MALE			2	2	1								5	27,035	135,173
WHITE FEMALE			1		1								2	29,434	58,867
WHITE MALE			1	1	3								5	30,693	153,465
TOTAL		4	6	4	8								22	27,297	600,528
SECTY/CLERICAL															
MINORITY FEMALE		24	4										28	17,213	481,967
MINORITY MALE		2	1										3	18,543	55,629
WHITE FEMALE		4	5	1									10	19,171	191,714
WHITE MALE															
TOTAL		30	10	1									41	17,788	729,310
TECH/PARAPROF															
MINORITY FEMALE			2										2	20,898	41,796
MINORITY MALE			1										1	20,658	20,658
WHITE FEMALE															
WHITE MALE			3										3	20,235	60,704
TOTAL			6										6	20,526	123,158
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1	1									2	24,726	49,452
WHITE FEMALE															
WHITE MALE															
TOTAL			1	1									2	24,726	49,452
SERVICE/MAINT															
MINORITY FEMALE		1	1										2	19,021	38,041
MINORITY MALE		1	5										6	19,628	117,767
WHITE FEMALE															
WHITE MALE			1										1	19,719	19,719
TOTAL		2	7										9	19,503	175,527
GRAND TOTAL															
MINORITY FEMALE		29	10	4	12		1						56	23,103	1,293,750
MINORITY MALE		3	10	8	10		6						37	31,216	1,154,990
WHITE FEMALE		4	6	3	16								29	29,178	846,149
WHITE MALE			6	6	36		2	1					51	34,133	1,740,785
TOTAL		36	32	21	74		9	1					173	29,108	5,035,674

COLLEGE OF ALAMEDA

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE						2							2	18.10	46.0
MINORITY MALE					2	1	2	1					6	54.50	47.7
WHITE FEMALE															
WHITE MALE				1			2						3	27.20	48.0
TOTAL				1	2	3	4	1					11	99.80	47.5
FACULTY															
MINORITY FEMALE			1	3	3	4		1					12	14.60	42.8
MINORITY MALE			2		4	2	3	1	2				14	17.00	47.6
WHITE FEMALE				1	1	1	6	7	1				17	20.70	53.2
WHITE MALE				4	5	4	9	11	6				39	47.50	51.7
TOTAL			3	8	13	11	18	20	9				82	99.80	50.0
PROF/NON-FACULTY															
MINORITY FEMALE			2	1	4	3							10	45.40	41.0
MINORITY MALE				2	1			1	1				5	22.70	47.0
WHITE FEMALE						1	1						2	9.00	49.5
WHITE MALE						1	3	1					5	22.70	52.0
TOTAL			2	3	5	5	4	2	1				22	99.80	45.6
SECTY/CLERICAL															
MINORITY FEMALE		3	4	3	8	4	1	3	2				28	68.20	42.9
MINORITY MALE				1		1			1				3	7.30	47.3
WHITE FEMALE			2	2		1	1	1	3				10	24.30	47.3
WHITE MALE															
TOTAL		3	6	6	8	6	2	4	6				41	99.80	44.3
TECH/PARAPROF															
MINORITY FEMALE						1		1					2	33.30	51.0
MINORITY MALE			1										1	16.60	33.0
WHITE FEMALE															
WHITE MALE			1		1		1						3	50.00	42.0
TOTAL			2		1	1	1	1					6	99.90	43.5
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE						1		1					2	100.00	50.5
WHITE FEMALE															
WHITE MALE															
TOTAL						1		1					2	100.00	50.5
SERVICE/MAINT															
MINORITY FEMALE			1			1							2	22.20	39.5
MINORITY MALE			1	2	1	1		1					6	66.60	42.0
WHITE FEMALE															
WHITE MALE									1				1	11.10	61.0
TOTAL			2	2	1	2		1	1				9	99.90	43.6
GRAND TOTAL															
MINORITY FEMALE		3	8	7	15	15	1	5	2				56	32.30	42.8
MINORITY MALE			4	5	8	6	5	5	4				37	21.30	46.4
WHITE FEMALE			2	3	1	3	8	8	4				29	16.70	50.9
WHITE MALE			1	5	6	5	15	12	7				51	29.40	51.2
TOTAL		3	15	20	30	29	29	30	17				173	99.70	47.4

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 3 full-time persons were hired	0	0	33%	67%
• 1 was promoted	0	0	0	100%
• Fall 1985: 22 positions were reported filled in Executive/Administrative/Managerial	5%	23%	9%	64%
▸ 9% of the persons in this position category were 60 years of age or older				
Faculty				
• 3 full-time faculty were hired	0	0	0	100%
• 1 was promoted	100%	0	0	0
• Fall 1985: 96 positions were reported filled in Faculty	2%	19%	9%	70%
▸ 7% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 4 full-time persons were hired	0	50%	0	50%
• None was promoted	0	0	0	0
• Fall 1985: 24 positions were reported filled in Professional/Non-Faculty	8%	46%	13%	33%
▸ 4% of the persons in this position category were 60 years of age or older				
College-Wide				
• 40 full-time persons were hired	10%	47%	7%	35%
• 15 were promoted	47%	20%	7%	27%
• Fall 1985: 251 positions were reported filled college-wide	8%	34%	12%	46%

- Reported in the two lowest salary ranges were:
  58% of all females and, of these, 20% were minority females.
  15% of all males and, of these, 50% were minority males.

- 46% of all full-time females employed by the college were in the secretarial/clerical position category; 18% of these were filled by minority females.

- 16% of all full-time males employed by the college were in the service/maintenance position category; 52% of these were filled by minority males.

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $4,260 or 26%.

- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 14%.

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ALLAN HANCOCK COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	3	1	2	1	2										
1983-85 NEW HIRES	3	3		2				1							
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	22	16	6	14	5		1	1		1					
FACULTY															
1983-85 SEPARATIONS	22	8	14	7	13	1			1						
1983-85 NEW HIRES	3	3		3											
1983-85 PROMOTIONS	1		1				1								
1985 REPORTED STAFF	96	76	20	67	18	3	1	4		1	1			1	
PROF/NON-FACULTY															
1983-85 SEPARATIONS	6	3	3	3	3										
1983-85 NEW HIRES	4	2	2	2	2										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	24	11	13	8	11	1		2	2						
SECTY/CLERICAL															
1983-85 SEPARATIONS	14		14		10				2		2				
1983-85 NEW HIRES	15		15		12		1		2						
1983-85 PROMOTIONS	10	1	9	1	3				5		1				
1985 REPORTED STAFF	52	3	49	2	40		1		7	1	1				
TECH/PARAPROF															
1983-85 SEPARATIONS	7	4	3	3	3	1									
1983-85 NEW HIRES	8	3	5	2	4			1	1						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	19	9	10	7	7			2	3						
SKILLED CRAFTS															
1983-85 SEPARATIONS	3	3		2				1							
1983-85 NEW HIRES	3	3		3											
1983-85 PROMOTIONS	3	3		2				1							
1985 REPORTED STAFF	7	7		6				1							
SERVICE/MAINT															
1983-85 SEPARATIONS	4	3	1	2	1	1									
1983-85 NEW HIRES	4	3	1	2	1			1							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	31	23	8	11	4	1	1	9	3			1		1	
GRAND TOTAL															
1983-85 SEPARATIONS	59	22	37	18	32	3		1	3		2				
1983-85 NEW HIRES	40	17	23	14	19		1	3	3						
1983-85 PROMOTIONS	15	5	10	4	3		1	1	5		1				
1985 REPORTED STAFF	251	145	106	115	85	5	4	19	15	3	2	1		2	

ALLAN HANCOCK COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE						1							1	40,037	40,037
MINORITY MALE			1			1							2	35,078	73,156
WHITE FEMALE				2		1	1	1					5	44,158	220,791
WHITE MALE				1	1	5	3	3		1			14	48,961	685,452
TOTAL			1	3	1	8	4	4		1			22	46,202	1,016,436
FACULTY															
MINORITY FEMALE				2									2	28,597	57,194
MINORITY MALE				4	4	1							9	34,021	306,187
WHITE FEMALE		1	3	5	9								18	30,582	550,484
WHITE MALE			2	23	36	5	1						67	34,526	2,313,232
TOTAL		1	5	34	49	6	1						96	33,616	3,227,097
PROF/NON-FACULTY															
MINORITY FEMALE				1	1								2	32,207	64,414
MINORITY MALE			1		1	1							3	32,837	98,510
WHITE FEMALE		4	3	2		2							11	25,621	281,834
WHITE MALE			2	3	3								8	30,229	241,828
TOTAL		4	6	6	5	3							24	28,608	686,586
SECTY/CLERICAL															
MINORITY FEMALE	1	4	4										9	17,877	160,890
MINORITY MALE		1											1	16,740	16,740
WHITE FEMALE	3	33	3	1									40	15,996	639,849
WHITE MALE		1	1										2	18,753	37,505
TOTAL	4	39	8	1									52	16,442	854,984
TECH/PARAPROF															
MINORITY FEMALE		3											3	13,884	41,652
MINORITY MALE		1	1										2	19,164	38,328
WHITE FEMALE		4	3										7	17,618	123,328
WHITE MALE		1	5	1									7	21,214	148,495
TOTAL		9	9	1									19	18,516	351,803
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1										1	21,060	21,060
WHITE FEMALE															
WHITE MALE			5	1									6	21,920	131,518
TOTAL			6	1									7	21,797	152,578
SERVICE/MAINT															
MINORITY FEMALE	2	2											4	12,280	49,119
MINORITY MALE		9	3										12	16,391	196,688
WHITE FEMALE		4											4	14,536	58,144
WHITE MALE		9	2										11	15,866	174,521
TOTAL	2	24	5										31	15,435	478,472
GRAND TOTAL															
MINORITY FEMALE	3	9	4	3	1	1							21	19,681	413,306
MINORITY MALE		11	7	4	5	3							30	24,922	747,669
WHITE FEMALE	3	46	12	10	9	3	1	1					85	22,052	1,874,430
WHITE MALE		11	17	29	40	10	4	3		1			115	32,457	3,732,551
TOTAL	6	77	40	46	55	17	5	4		1			251	26,964	6,767,956

ALLAN HANCOCK COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE						1							1	4.50	49.0
MINORITY MALE			1		1								2	9.00	38.5
WHITE FEMALE			1	1		1		2					5	22.70	45.4
WHITE MALE				1	1	4		6		1	1		14	63.60	53.6
TOTAL			2	2	2	6		8		1	1		22	99.80	50.1
FACULTY															
MINORITY FEMALE				1	1								2	2.00	38.5
MINORITY MALE				1	2	4			2				9	9.30	47.3
WHITE FEMALE			2	5	4		4	3					18	18.70	44.3
WHITE MALE			7	11	12	10	12	10	5				67	69.70	46.6
TOTAL			9	18	19	14	16	13	7				96	99.70	46.1
PROF/NON-FACULTY															
MINORITY FEMALE				1		1							2	8.30	43.5
MINORITY MALE			1	1			1						3	12.50	39.0
WHITE FEMALE		2		2	1	1	4		1				11	45.80	44.9
WHITE MALE			2	4			1	1					8	33.30	40.1
TOTAL		2	3	8	1	2	6	1	1				24	99.90	42.5
SECTY/CLERICAL															
MINORITY FEMALE	1	3		1	4								9	17.30	33.9
MINORITY MALE								1					1	1.90	55.0
WHITE FEMALE	1		5	7	4	4	3	11	4	1			40	76.90	47.5
WHITE MALE					1			1					2	3.80	49.0
TOTAL	2	3	5	8	9	4	3	13	4	1			52	99.90	45.4
TECH/PARAPROF															
MINORITY FEMALE		1				1	1						3	15.70	42.7
MINORITY MALE				1			1						2	10.50	46.0
WHITE FEMALE		1	1	1	1	1	2						7	36.80	40.9
WHITE MALE			1	2	1	1		1	1				7	36.80	45.6
TOTAL		2	2	4	2	3	4	1	1				19	99.80	43.4
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE							1						1	14.20	51.0
WHITE FEMALE															
WHITE MALE		1	2		1			1	1				6	85.70	40.8
TOTAL		1	2		1		1	1	1				7	99.90	42.3
SERVICE/MAINT															
MINORITY FEMALE			2			1		1					4	12.90	42.0
MINORITY MALE	1	2	3	2			1	1	1		1		12	38.70	40.8
WHITE FEMALE		1			1		1	1					4	12.90	43.8
WHITE MALE	1		3	3	1	2		1					11	35.40	38.2
TOTAL	2	3	8	5	2	3	2	4	1		1		31	99.90	40.4
GRAND TOTAL															
MINORITY FEMALE	1	4	2	3	5	4	1	1					21	8.30	38.8
MINORITY MALE	1	2	5	5	3	4	4	2	3		1		30	11.90	43.6
WHITE FEMALE	1	4	9	16	11	7	14	17	5	1			85	33.80	45.6
WHITE MALE	1	1	15	21	17	17	13	21	7	1	1		115	45.80	45.9
TOTAL	4	11	31	45	36	32	32	41	15	2	2		251	99.80	44.9

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 3 full-time persons were hired	0	0	33%	67%
• 5 were promoted	0	0	20%	80%
• Fall 1985: 20 positions were reported filled in Executive/Administrative/Managerial	5%	15%	25%	55%
▸ 10% of the persons in this position category were 60 years of age or older				
Faculty				
• 11 full-time faculty were hired	18%	45%	0	36%
• None was promoted	0	0	0	0
• Fall 1985: 270 positions were reported filled in Faculty	4%	23%	6%	67%
▸ 7% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 26 positions were reported filled in Professional/Non-Faculty	19%	27%	19%	35%
▸ 19% of the persons in this position category were 60 years of age or older				
College-Wide				
• 33 full-time persons were hired	6%	52%	18%	24%
• 21 were promoted	14%	38%	24%	24%
• Fall 1985: 462 positions were reported filled college-wide	8%	32%	11%	49%

- Reported in the two lowest salary ranges were:
  37% of all females and, of these, 24% were minority females
  4% of all males and, of these, 60% were minority males
- 42% of all full-time females employed by the college were in the secretarial/clerical position category, 20% of these were filled by minority females
- 13% of all full-time males employed by the college were in the service/maintenance position category, 59% of these were filled by minority males
- In the technical/paraprofessional position category, the mean salary of all females exceeded the mean salary of all males by $661 or 3%
- In the skilled crafts position category, white males filled 100% of the positions

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AMERICAN RIVER COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI- TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M		BLACK M		HISPANIC M		ASIAN/PAC. ISLANDER M		FILIPINO M		AMER IND/ AL NATIVE M	
					F		F		F		F		F		F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	10	7	3	6	2					1	1				
1983-85 NEW HIRES	3	3		2		1									
1983-85 PROMOTIONS	5	5		4										1	
1985 REPORTED STAFF	20	16	4	11	3	2	1			2				1	
FACULTY															
1983-85 SEPARATIONS	69	45	24	40	22	2		3	1		1				
1983-85 NEW HIRES	11	4	7	4	5				1		1				
1983-85 PROMOTIONS															
1985 REPORTED STAFF	270	196	74	181	62	6	4	5	3	3	3		2	1	
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	26	14	12	9	7	3	2	1	2	1	1				
SECTY/CLERICAL															
1983-85 SEPARATIONS	34	1	33	1	28				3		2				
1983-85 NEW HIRES	15	4	11	1	11	2		1							
1983-85 PROMOTIONS	10		10		7		1				2				
1985 REPORTED STAFF	87	8	79	4	63	2	8	2	5		3				
TECH/PARAPROF															
1983-85 SEPARATIONS	7	4	3	4	3										
1983-85 NEW HIRES	2	1	1	1	1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	15	5	10	5	8		1				1				
SKILLED CRAFTS															
1983-85 SEPARATIONS	2	2		1				1							
1983-85 NEW HIRES															
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF															
SERVICE/MAINT															
1983-85 SEPARATIONS	9	7	2	5	2	1		1							
1983-85 NEW HIRES	2	2						1		1					
1983-85 PROMOTIONS	5	4	1		1	1		3							
1985 REPORTED STAFF	44	37	7	15	6	9	1	8		4				1	
GRAND TOTAL															
1983-85 SEPARATIONS	131	66	65	57	57	3		5	4	1	4				
1983-85 NEW HIRES	33	14	19	8	17	3		2	1	1	1				
1983-85 PROMOTIONS	21	10	11	5	8	1	1	3			2			1	
1985 REPORTED STAFF	462	276	186	225	149	22	17	16	10	10	8		2	3	

AMERICAN RIVER COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE							1						1	53,614	53,614
MINORITY MALE						3	1	1					5	48,174	240,869
WHITE FEMALE							2	1					3	52,719	158,159
WHITE MALE						4	5	2					11	49,461	544,072
TOTAL						7	9	4					20	49,836	996,713
FACULTY															
MINORITY FEMALE			3	3	6								12	32,001	384,009
MINORITY MALE				5	10								15	34,681	520,214
WHITE FEMALE			7	17	38								62	33,785	2,094,655
WHITE MALE			3	28	135	15							181	36,796	6,660,129
TOTAL			13	53	189	15							270	35,774	9,659,007
PROF/NON-FACULTY															
MINORITY FEMALE			2	1	1	1							5	31,963	159,817
MINORITY MALE					5								5	38,170	190,848
WHITE FEMALE				2	3	2							7	36,977	258,836
WHITE MALE			1		6	2							9	35,905	323,146
TOTAL			3	3	15	5							26	35,871	932,647
SECTY/CLERICAL															
MINORITY FEMALE		15	1										16	17,508	280,122
MINORITY MALE		3	1										4	15,520	62,078
WHITE FEMALE	1	49	13										63	17,547	1,105,452
WHITE MALE		1	1	1	1								4	24,954	99,816
TOTAL	1	68	16	1	1								87	17,787	1,547,468
TECH/PARAPROF															
MINORITY FEMALE			2										2	22,741	45,482
MINORITY MALE															
WHITE FEMALE			7	1									8	22,954	183,630
WHITE MALE		1	3	1									5	22,250	111,249
TOTAL		1	12	2									15	22,691	340,361
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE		1											1	18,894	18,894
MINORITY MALE		3	18	1									22	21,166	465,658
WHITE FEMALE		2	4										6	18,055	108,327
WHITE MALE		2	13										15	21,043	315,641
TOTAL		8	35	1									44	20,648	908,520
GRAND TOTAL															
MINORITY FEMALE		16	8	4	7	1	1						37	25,458	941,938
MINORITY MALE		6	19	6	15	3	1	1					51	29,013	1,479,667
WHITE FEMALE	1	51	31	20	41	2	2	1					149	26,235	3,909,058
WHITE MALE		4	21	30	142	21	5	2					225	35,796	8,054,053
TOTAL	1	77	79	60	205	27	9	4					462	31,136	14,384,716

AMERICAN RIVER COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE							1						1	5.00	52.0
MINORITY MALE				1	2			1	1				5	25.00	47.8
WHITE FEMALE						2	1						3	15.00	49.0
WHITE MALE				1	1	4	3	1	1				11	55.00	49.5
TOTAL				2	3	6	5	2	2				20	100.00	49.1
FACULTY															
MINORITY FEMALE		1		4	3		4						12	4.40	42.3
MINORITY MALE				3	3	1	6		2				15	5.50	48.0
WHITE FEMALE		1	2	8	11	12	14	8	6				62	22.90	47.8
WHITE MALE			4	15	19	37	48	46	12				181	67.00	50.2
TOTAL		2	6	30	36	50	72	54	20				270	99.80	49.2
PROF/NON-FACULTY															
MINORITY FEMALE				2	1	1	1						5	19.20	43.2
MINORITY MALE			1		2		2						5	19.20	45.4
WHITE FEMALE			1			1	2		1	2			7	26.90	53.9
WHITE MALE					4	2	1		2				9	34.60	48.9
TOTAL			2	2	7	4	6		3	2			26	99.90	48.5
SECTY/CLERICAL															
MINORITY FEMALE		2	4	2	1	2	4	1					16	18.30	41.6
MINORITY MALE	1		1	1	1								4	4.50	33.3
WHITE FEMALE	1	6	3	8	10	7	10	11	4	3			63	72.40	46.2
WHITE MALE		1			2			1					4	4.50	41.8
TOTAL	2	9	8	11	14	9	14	13	4	3			87	99.70	44.6
TECH/PARAPROF															
MINORITY FEMALE				1			1						2	13.30	45.5
MINORITY MALE															
WHITE FEMALE			3		3		1	1					8	53.30	41.9
WHITE MALE			1	3				1					5	33.30	40.8
TOTAL			4	4	3		2	2					15	99.90	42.0
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE						1							1	2.20	48.0
MINORITY MALE		2	2	6	2	3	5	1	1				22	50.00	43.0
WHITE FEMALE				1	2	1	1	1					6	13.60	45.8
WHITE MALE		1	2	3	1	2	3	1	2				15	34.00	45.7
TOTAL		3	4	10	5	7	9	3	3				44	99.80	44.4
GRAND TOTAL															
MINORITY FEMALE		3	4	9	5	4	11	1					37	8.00	42.7
MINORITY MALE	1	2	4	11	10	4	13	2	4				51	11.00	44.4
WHITE FEMALE	1	7	9	17	26	23	29	21	11	5			149	32.20	47.1
WHITE MALE		2	7	22	27	45	55	50	17				225	48.70	49.5
TOTAL	2	14	24	59	68	76	108	74	32	5			462	99.90	47.6

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 3 full-time persons were hired	0	67%	0	33%
• None was promoted	0	0	0	0
• Fall 1985: 21 positions were reported filled in Executive/Administrative/Managerial	5%	29%	14%	52%
▸ 5% of the persons in this position category were 60 years of age or older				
Faculty				
• 11 full-time faculty were hired	0	55%	0	45%
• None was promoted	0	0	0	0
• Fall 1985: 75 positions were reported filled in Faculty	4%	40%	0	56%
▸ 7% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	0	0	0	100%
• None was promoted	0	0	0	0
• Fall 1985: 10 positions were reported filled in Professional/Non-Faculty	10%	10%	20%	60%
▸ 10% of the persons in this position category were 60 years of age or older				
College-Wide				
• 34 full-time persons were hired	9%	56%	0	35%
• 2 were promoted	0	100%	0	0
• Fall 1985: 177 positions were reported filled college-wide	6%	44%	5%	45%

- Reported in the two lowest salary ranges were:
  47% of all females and, of these, 12% were minority females
  18% of all males and, of these, 19% were minority males

- 43% of all full-time females employed by the college were in the secretarial/clerical position category; 13% of these were filled by minority females

- 19% of all full-time males employed by the college were in the service/maintenance position category; 18% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $5,443 or 38%

- In the skilled crafts position category, white males filled 100% of the positions

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AASTFHPS/STFHPS                        C H A N C E L L O R ' S   O F F I C E                         12/03/86
                                C A L I F O R N I A   C O M M U N I T Y   C O L L E G E S            17:19:44
                                        S T A F F   D A T A   S Y S T E M
ANTELOPE VALLEY COLLEGE
                                                   FULL TIME EMPLOYEES
                       1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

    POSITION                       TOTAL                           NON - HISPANIC                              ASIAN/PAC.                        AMER IND/
    CATEGORY                       POSI-   TOTAL   TOTAL           WHITE           BLACK          HISPANIC       ISLANDER         FILIPINO       AL NATIVE
                                   TIONS   MALES  FEMALES         M       F       M       F       M       F       M       F       M       F       M       F

EXEC/ADMIN/MGT
    1983-85 SEPARATIONS
    1983-85 NEW HIRES                  3       1        2         1       2
    1983-85 PROMOTIONS
    1985 REPORTED STAFF               21      14        7        11       6       3                                       1

FACULTY
    1983-85 SEPARATIONS               14       7        7         6       6               1       1
    1983-85 NEW HIRES                 11       5        6         5       6
    1983-85 PROMOTIONS
    1985 REPORTED STAFF               75      42       33        42      30               1               2

PROF/NON-FACULTY
    1983-85 SEPARATIONS                1       1                                                                  1
    1983-85 NEW HIRES                  1       1                  1
    1983-85 PROMOTIONS
    1985 REPORTED STAFF               10       8        2         6       1       1                       1       1

SECTY/CLERICAL
    1983-85 SEPARATIONS               11               11                11
    1983-85 NEW HIRES                 14               14                11               1               1                               1
    1983-85 PROMOTIONS                 2                2                 2
    1985 REPORTED STAFF               38               38                33               3               1                               1

TECH/PARAPROF
    1983-85 SEPARATIONS                1                1                                                                 1
    1983-85 NEW HIRES
    1983-85 PROMOTIONS
    1985 REPORTED STAFF                7       3        4         3       4

SKILLED CRAFTS
    1983-85 SEPARATIONS
    1983-85 NEW HIRES                  1       1                  1
    1983-85 PROMOTIONS
    1985 REPORTED STAFF                4       4                  4

SERVICE/MAINT
    1983-85 SEPARATIONS                6       6                  6
    1983-85 NEW HIRES                  4       4                  4
    1983-85 PROMOTIONS
    1985 REPORTED STAFF               22      17        5        14       4       1       1       2

GRAND TOTAL
    1983-85 SEPARATIONS               33      14       19        12      17               1       1               1       1
    1983-85 NEW HIRES                 34      12       22        12      19               1               1                               1
    1983-85 PROMOTIONS                 2                2                 2
    1985 REPORTED STAFF              177      88       89        80      78       5       5       2       4       1       1               1
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ANTELOPE VALLEY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE								1					1	54,278	54,278
MINORITY MALE					2	1							3	39,174	117,523
WHITE FEMALE				1	3		2						6	39,810	238,860
WHITE MALE				2		4	1	3	1				11	47,055	517,606
TOTAL				3	5	5	3	4	1				21	44,203	928,267
FACULTY															
MINORITY FEMALE				1	2								3	33,851	101,553
MINORITY MALE															
WHITE FEMALE			1	16	13								30	31,318	939,539
WHITE MALE			3	13	26								42	33,232	1,395,729
TOTAL			4	30	41								75	32,491	2,436,821
PROF/NON-FACULTY															
MINORITY FEMALE			1										1	21,420	21,420
MINORITY MALE			2										2	20,412	40,824
WHITE FEMALE			1										1	23,364	23,364
WHITE MALE			1	3	2								6	30,247	181,482
TOTAL			5	3	2								10	26,709	267,090
SECTY/CLERICAL															
MINORITY FEMALE		4	1										5	16,421	82,104
MINORITY MALE															
WHITE FEMALE	4	25	4										33	14,981	494,359
WHITE MALE															
TOTAL	4	29	5										38	15,170	576,463
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		4											4	14,231	56,923
WHITE MALE		2		1									3	19,674	59,022
TOTAL		6		1									7	16,564	115,945
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE		1	3										4	20,816	83,262
TOTAL		1	3										4	20,816	83,262
SERVICE/MAINT															
MINORITY FEMALE		1											1	16,134	16,134
MINORITY MALE		3											3	16,568	49,704
WHITE FEMALE	2	2											4	13,136	52,542
WHITE MALE		10	4										14	17,310	242,346
TOTAL	2	16	4										22	16,397	360,726
GRAND TOTAL															
MINORITY FEMALE		5	2	1	2			1					11	25,044	275,489
MINORITY MALE		3	2		2	1							8	26,006	208,051
WHITE FEMALE	6	31	6	17	16		2						78	23,149	1,805,587
WHITE MALE		13	11	19	28	4	1	3	1				80	30,993	2,479,447
TOTAL	6	52	21	37	48	5	3	4	1				177	26,941	4,768,574

ANTELOPE VALLEY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE							1						1	4.70	51.0
MINORITY MALE					2		1						3	14.20	45.7
WHITE FEMALE			2	1	2			1					6	28.50	40.8
WHITE MALE					1	3	3	3	1				11	52.30	52.2
TOTAL			2	1	5	3	5	4	1				21	99.70	48.0
FACULTY															
MINORITY FEMALE			1				2						3	4.00	46.0
MINORITY MALE															
WHITE FEMALE		1	2	6	5	10	2	2	2				30	40.00	44.8
WHITE MALE		2	2	9	10	6	5	5	3				42	56.00	44.6
TOTAL		3	5	15	15	16	9	7	5				75	100.00	44.7
PROF/NON-FACULTY															
MINORITY FEMALE							1						1	10.00	50.0
MINORITY MALE			1		1								2	20.00	38.0
WHITE FEMALE							1						1	10.00	51.0
WHITE MALE		1	1	1				2	1				6	60.00	45.3
TOTAL		1	2	1	1		2	2	1				10	100.00	44.9
SECTY/CLERICAL															
MINORITY FEMALE		2			1	2							5	13.10	38.8
MINORITY MALE															
WHITE FEMALE	1	1	5	3	6	8	7	2					33	86.80	42.7
WHITE MALE															
TOTAL	1	3	5	3	7	10	7	2					38	99.90	42.2
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				1			2	1					4	57.10	49.5
WHITE MALE		1					1		1				3	42.80	47.7
TOTAL		1		1			3	1	1				7	99.90	48.7
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE			1			1		1	1				4	100.00	49.8
TOTAL			1			1		1	1				4	100.00	49.8
SERVICE/MAINT															
MINORITY FEMALE				1									1	4.50	36.0
MINORITY MALE			2						1				3	13.60	42.3
WHITE FEMALE					2		1	1					4	18.10	48.5
WHITE MALE	1	1	3	2	1	1		2	2	1			14	63.60	42.9
TOTAL	1	1	5	3	3	1	1	3	3	1			22	99.80	43.5
GRAND TOTAL															
MINORITY FEMALE		2	1	1	1	2	4						11	6.20	42.6
MINORITY MALE			3		3		1		1				8	4.50	42.5
WHITE FEMALE	1	2	9	11	15	18	13	7	2				78	44.00	44.1
WHITE MALE	1	5	7	12	12	11	9	13	9	1			80	45.10	45.8
TOTAL	2	9	20	24	31	31	27	28	12	1			177	99.80	44.7

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 1 full-time person was hired	0	0	0	100%
• None was promoted	0	0	0	0
• Fall 1985: 14 positions were reported filled in Executive/Administrative/Managerial	143%	14%	7%	79%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 16 full-time faculty were hired	6%	44%	6%	44%
• 18 were promoted	0	33%	6%	61%
• Fall 1985: 191 positions were reported filled in Faculty	3%	34%	6%	57%
▸ 6% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• 1 was promoted	0	0	0	100%
• Fall 1985: 22 positions were reported filled in Professional/Non-Faculty	9%	41%	23%	27%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 37 full-time persons were hired	11%	43%	11%	35%
• 46 were promoted	11%	39%	17%	33%
• Fall 1985: 358 positions were reported filled college-wide	8%	35%	11%	46%

▸ Reported in the two lowest salary ranges were:
47% of all females and, of these, 35% were minority females
23% of all males and, of these, 50% were minority males

▸ 25% of all full-time females employed by the college were in the secretarial/clerical position category; 36% of these were filled by minority females

▸ 19% of all full-time males employed by the college were in the service/maintenance position category; 45% of these were filled by minority males

▸ In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $1,531 or 9%

▸ In the skilled crafts position category, males filled 5% of the positions and, of these, minority males filled 17%

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AASTFHPS/STFHPS                          C H A N C E L L O R ' S   O F F I C E                              12/03/86
                                   C A L I F O R N I A   C O M M U N I T Y   C O L L E G E S                17:19:44
                                             S T A F F   D A T A   S Y S T E M
BAKERSFIELD COLLEGE
                                                    FULL TIME EMPLOYEES
                      1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

      POSITION                TOTAL                            NON - HISPANIC                           ASIAN/PAC.                AMER IND/
      CATEGORY                POSI-  TOTAL    TOTAL        WHITE             BLACK        HISPANIC      ISLANDER      FILIPINO    AL NATIVE
                              TIONS  MALES  FEMALES          M     F         M     F        M     F        M     F     M     F     M     F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS            5      4        1       4     1
  1983-85 NEW HIRES              1      1                1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF           14     12        2      11 .   2                 1

FACULTY
  1983-85 SEPARATIONS           45     16       29      15    21           4     1     3                                   1
  1983-85 NEW HIRES             16      8        8       7     7           1     1
  1983-85 PROMOTIONS            18     12        6      11     6     1
  1985 REPORTED STAFF          191    121       70     109    64     3     2     9                 3                       1

PROF/NON-FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS             1      1                1
  1985 REPORTED STAFF           22     11       11       6     9     3     1     2     1

SECTY/CLERICAL
  1983-85 SEPARATIONS           12      2       10             7     1           1     2                                   1
  1983-85 NEW HIRES              8      1        7       1     5                       1                                   1
  1983-85 PROMOTIONS             6               6             3           3
  1985 REPORTED STAFF           45      6       39       5    25     1     4           8                                   2

TECH/PARAPROF
  1983-85 SEPARATIONS            8      3        5       1     3                 2                 1                       1
  1983-85 NEW HIRES              5      2        3       1     2                 1     1
  1983-85 PROMOTIONS             7               7             6           1
  1985 REPORTED STAFF           34      9       25       8    20           1     1     4

SKILLED CRAFTS
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS             1      1                                        1
  1985 REPORTED STAFF            6      6                5                       1

SERVICE/MAINT
  1983-85 SEPARATIONS            8      5        3       1     2     2           2                                         1
  1983-85 NEW HIRES              7      5        2       3     2                 2
  1983-85 PROMOTIONS            13      9        4       3     3     1     1     5
  1985 REPORTED STAFF           46     38        8      21     5     2     3    15

GRAND TOTAL
  1983-85 SEPARATIONS           78     30       48      21    34     3     4     6     5           1                       4
  1983-85 NEW HIRES             37     17       20      13    16           1     4     2                                   1
  1983-85 PROMOTIONS            46     23       23      15    18     2     5     6
  1985 REPORTED STAFF          358    203      155     165   125     9    11    29    13           3                       3
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BAKERSFIELD COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE							1						1	49,642	49,642
WHITE FEMALE					1	1							2	41,253	32,506
WHITE MALE				2		2	2	4	1				11	48,809	536,901
TOTAL				2	1	3	3	4	1				14	47,739	669,049
FACULTY															
MINORITY FEMALE				1	5								6	34,187	205,123
MINORITY MALE				4	7	1							12	34,952	419,418
WHITE FEMALE		2	6	30	23	3							64	31,735	2,031,015
WHITE MALE			5	25	72	7							109	34,685	3,780,613
TOTAL		2	11	60	107	11							191	33,697	6,436,172
PROF/NON-FACULTY															
MINORITY FEMALE				2									2	28,272	56,544
MINORITY MALE				2	3								5	34,646	173,229
WHITE FEMALE				2	7								9	35,063	315,565
WHITE MALE				1	2	3							6	38,350	230,101
TOTAL				7	12	3							22	35,247	775,439
SECTY/CLERICAL															
MINORITY FEMALE		13	1										14	16,023	224,316
MINORITY MALE		1											1	15,007	15,007
WHITE FEMALE	1	19	5										25	16,667	416,686
WHITE MALE		4	1										5	15,616	78,078
TOTAL	1	37	7										45	16,313	734,087
TECH/PARAPROF															
MINORITY FEMALE		1	4										5	19,119	95,593
MINORITY MALE		1											1	15,027	15,027
WHITE FEMALE		7	13										20	20,055	401,092
WHITE MALE		1	7										8	21,665	173,320
TOTAL		10	24										34	20,148	685,032
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1										1	19,141	19,141
WHITE FEMALE															
WHITE MALE			1	3	1								5	29,172	145,861
TOTAL			2	3	1								6	27,500	165,002
SERVICE/MAINT															
MINORITY FEMALE		3											3	13,370	40,111
MINORITY MALE		14	3										17	16,328	277,572
WHITE FEMALE	2	2	1										5	14,092	70,460
WHITE MALE	1	15	4	1									21	17,119	359,492
TOTAL	3	34	8	1									46	16,253	747,635
GRAND TOTAL															
MINORITY FEMALE		17	5	3	5								30	20,723	621,687
MINORITY MALE		16	4	6	10	1	1						38	25,501	969,036
WHITE FEMALE	3	30	25	32	31	4							125	26,539	3,317,327
WHITE MALE	1	20	18	32	75	12	2	4	1				165	32,148	5,304,366
TOTAL	4	83	52	73	121	17	3	4	1				358	28,526	10,212,416

BAKERSFIELD COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE				1									1	7.10	38.0
WHITE FEMALE				1			1						2	14.20	46.0
WHITE MALE				1	4	4	2						11	78.50	45.0
TOTAL				3	4	4	3						14	99.80	44.6
FACULTY															
MINORITY FEMALE				1	3		1		1				6	3.10	46.3
MINORITY MALE			1	2	1	6	1		1				12	6.20	45.3
WHITE FEMALE		1	5	11	12	15	12	3	5				64	33.50	45.4
WHITE MALE		1	4	11	19	27	24	18	5				109	57.00	47.9
TOTAL		2	10	25	35	48	38	21	12				191	99.80	46.8
PROF/NON-FACULTY															
MINORITY FEMALE		1	1										2	9.00	29.0
MINORITY MALE			1	1	1	1	1						5	22.70	42.0
WHITE FEMALE			1	1	1		2	4					9	40.90	49.0
WHITE MALE			1				5						6	27.20	48.8
TOTAL		1	4	2	2	1	8	4					22	99.80	45.5
SECTY/CLERICAL															
MINORITY FEMALE		4	5	1	3	1							14	31.10	34.1
MINORITY MALE		1											1	2.20	29.0
WHITE FEMALE		3	2	3	4	5	4	2	2				25	55.50	44.2
WHITE MALE		1	1	1			1	1					5	11.10	41.6
TOTAL		9	8	5	7	6	5	3	2				45	99.90	40.4
TECH/PARAPROF															
MINORITY FEMALE	1	1	1	1			1						5	14.70	34.2
MINORITY MALE		1											1	2.90	29.0
WHITE FEMALE		1	4	7		2	1	3	1	1			20	58.80	42.7
WHITE MALE	1		2		2	2			1				8	23.50	40.3
TOTAL	2	3	7	8	2	4	2	3	2	1			34	99.90	40.5
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE							1						1	16.60	51.0
WHITE FEMALE															
WHITE MALE			1			2	1	1					5	83.30	48.2
TOTAL			1			2	2	1					6	99.90	48.7
SERVICE/MAINT															
MINORITY FEMALE					2			1					3	6.50	47.3
MINORITY MALE		1	3	2	2	2	5		2				17	36.90	44.5
WHITE FEMALE		1	1	2			1						5	10.80	38.0
WHITE MALE			8	2		4	2	3	2				21	45.60	43.5
TOTAL		2	12	6	4	6	8	4	4				46	99.80	43.7
GRAND TOTAL															
MINORITY FEMALE	1	6	7	3	8	1	2	1	1				30	8.30	37.6
MINORITY MALE		3	5	6	4	9	8		3				38	10.60	43.6
WHITE FEMALE		6	13	25	17	22	21	12	8	1			125	34.90	44.7
WHITE MALE	1	2	17	15	25	39	35	23	8				165	46.00	46.6
TOTAL	2	17	42	49	54	71	66	36	20	1			358	99.80	44.9

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• 1 was promoted	0	100%	0	0
• Fall 1985: 9 positions were reported filled in Executive/Administrative/Managerial	11%	22%	22%	44%
▸ 22% of the persons in this position category were 60 years of age or older				
Faculty				
• 9 full-time faculty were hired	11%	33%	22%	33%
• 3 were promoted	0	0	0	100%
• Fall 1985: 26 positions were reported filled in Faculty	4%	19%	15%	62%
▸ 8% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 7 positions were reported filled in Professional/Non-Faculty	0	43%	29%	29%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 22 full-time persons were hired	18%	41%	9%	32%
• 13 were promoted	23%	31%	8%	38%
• Fall 1985: 78 positions were reported filled college-wide	14%	38%	13%	35%

- Reported in the two lowest salary ranges were:
  51% of all females and, of these, 33% were minority females.
  14% of all males and, of these, 20% were minority males.

- 46% of all full-time females employed by the college were in the secretarial/clerical position category; 32% of these were filled by minority females.

- 14% of all full-time males employed by the college were in the service/maintenance position category; 20% of these were filled by minority males.

- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 50%.

AASTFHPS/STFHPS

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CALIFORNIA COMMUNITY COLLEGES
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BARSTOW COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES															
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	9	6	3	4	2	1	1	1							
FACULTY															
1983-85 SEPARATIONS	5	4	1	4	1										
1983-85 NEW HIRES	9	5	4	3	3	1	1	1							
1983-85 PROMOTIONS	3	3		3											
1985 REPORTED STAFF	26	20	6	16	5		1	3						1	
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	7	4	3	2	3	1		1							
SECTY/CLERICAL															
1983-85 SEPARATIONS	8	1	7	1	4		1		1		1				
1983-85 NEW HIRES	8		8		6		1				1				
1983-85 PROMOTIONS	3		3		1				1		1				
1985 REPORTED STAFF	19		19		13		3		2		1				
TECH/PARAPROF															
1983-85 SEPARATIONS	1		1				1								
1983-85 NEW HIRES															
1983-85 PROMOTIONS	2		2		2										
1985 REPORTED STAFF	8		8		7				1						
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	2	2		1		1									
SERVICE/MAINT															
1983-85 SEPARATIONS	4	4		1				2		1					
1983-85 NEW HIRES	5	4	1	4					1						
1983-85 PROMOTIONS	3	2	1	1				1	1						
1985 REPORTED STAFF	7	5	2	4					2					1	
GRAND TOTAL															
1983-85 SEPARATIONS	19	10	9	7	5		2	2	1	1	1				
1983-85 NEW HIRES	22	9	13	7	9	1	2	1	1		1				
1983-85 PROMOTIONS	13	6	7	5	4			1	2		1				
1985 REPORTED STAFF	78	37	41	27	30	3	5	5	5		1			2	

BARSTOW COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE						1							1	40,847	40,847
MINORITY MALE				1		1							2	38,052	76,103
WHITE FEMALE			1	1									2	23,334	46,668
WHITE MALE							3	1					4	53,214	212,856
TOTAL			1	2		2	3	1					9	41,830	376,474
FACULTY															
MINORITY FEMALE			1										1	21,974	21,974
MINORITY MALE				1	3								4	35,664	142,657
WHITE FEMALE			2	1	2								5	29,459	147,297
WHITE MALE			1	2	13								16	34,863	557,807
TOTAL			4	4	18								26	33,451	869,735
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE			1		1								2	31,778	63,556
WHITE FEMALE			1		2								3	33,556	100,668
WHITE MALE				1		1							2	35,344	70,687
TOTAL			2	1	3	1							7	33,559	234,911
SECTY/CLERICAL															
MINORITY FEMALE		4	2										6	19,306	115,836
MINORITY MALE															
WHITE FEMALE		12	1										13	16,889	219,552
WHITE MALE															
TOTAL		16	3										19	17,652	335,388
TECH/PARAPROF															
MINORITY FEMALE		1											1	14,710	14,710
MINORITY MALE															
WHITE FEMALE	1	1	5										7	18,812	131,684
WHITE MALE															
TOTAL	1	2	5										8	18,299	146,394
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1										1	20,280	20,280
WHITE FEMALE															
WHITE MALE			1										1	23,028	23,028
TOTAL			2										2	21,654	43,308
SERVICE/MAINT															
MINORITY FEMALE		2											2	15,588	31,176
MINORITY MALE		1											1	15,156	15,156
WHITE FEMALE															
WHITE MALE		4											4	16,350	65,400
TOTAL		7											7	15,962	111,732
GRAND TOTAL															
MINORITY FEMALE		7	3			1							11	20,413	224,543
MINORITY MALE		1	2	2	4	1							10	31,775	317,752
WHITE FEMALE	1	13	10	2	4								30	21,529	645,869
WHITE MALE		4	2	3	13	1	3	1					27	34,436	929,773
TOTAL	1	25	17	7	21	3	3	1					78	27,153	2,117,942

BARSTOW COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE						1							1	11.10	47.0
MINORITY MALE					1	1							2	22.20	42.5
WHITE FEMALE				1				1					2	22.20	47.5
WHITE MALE						1		1	1	1			4	44.40	55.5
TOTAL				1	1	3		2	1	1			9	99.90	51.2
FACULTY															
MINORITY FEMALE				1									1	3.80	39.0
MINORITY MALE				1	2		1						4	15.30	43.5
WHITE FEMALE		1	1		1		2						5	19.20	41.2
WHITE MALE			1	1	1	3	3	5	1	1			16	61.50	51.6
TOTAL		1	2	3	4	3	6	5	1	1			26	99.80	47.8
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE				1	1								2	28.50	39.5
WHITE FEMALE						1	2						3	42.80	50.7
WHITE MALE						1	1						2	28.50	48.0
TOTAL				1	1	2	3						7	99.80	46.7
SECTY/CLERICAL															
MINORITY FEMALE		2	1			2		1					6	31.50	39.5
MINORITY MALE															
WHITE FEMALE			2	3	2	2	2		1	1			13	68.40	44.9
WHITE MALE															
TOTAL		2	3	3	2	4	2	1	1	1			19	99.90	43.2
TECH/PARAPROF															
MINORITY FEMALE						1							1	12.50	47.0
MINORITY MALE															
WHITE FEMALE			1	2		1	2		1				7	87.50	46.7
WHITE MALE															
TOTAL			1	2		2	2		1				8	100.00	46.8
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE							1						1	50.00	52.0
WHITE FEMALE															
WHITE MALE					1								1	50.00	40.0
TOTAL					1		1						2	100.00	46.0
SERVICE/MAINT															
MINORITY FEMALE							1	1					2	28.50	55.0
MINORITY MALE		1											1	14.20	29.0
WHITE FEMALE															
WHITE MALE		1	2			1							4	57.10	34.5
TOTAL		2	2			1	1	1					7	99.80	39.6
GRAND TOTAL															
MINORITY FEMALE		2	1	1		4	1	2					11	14.10	43.6
MINORITY MALE		1		2	4	1	2						10	12.80	41.9
WHITE FEMALE		1	4	6	3	4	8	1	2	1			30	38.40	45.5
WHITE MALE		1	3	1	2	6	4	6	2	2			27	34.60	49.4
TOTAL		5	8	10	9	15	15	9	4	3			78	99.90	46.1

Butte College

Butte Community College District

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 3 full-time persons were hired	0	33%	0	67%
• 1 was promoted	0	0	0	100%
• Fall 1985: 24 positions were reported filled in Executive/Administrative/Managerial	0	8%	8%	83%
▸ 8% of the persons in this position category were 60 years of age or older				
Faculty				
• 5 full-time faculty were hired	0	40%	0	60%
• 2 were promoted	0	0	0	100%
• Fall 1985: 110 positions were reported filled in Faculty	3%	26%	4%	67%
▸ 8% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 2 full-time persons were hired	0	0	50%	50%
• 1 was promoted	0	0	100%	0
• Fall 1985: 22 positions were reported filled in Professional/Non-Faculty	0	36%	14%	50%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 36 full-time persons were hired	8%	56%	3%	33%
• 20 were promoted	5%	40%	10%	45%
• Fall 1985: 273 positions were reported filled college-wide	4%	37%	6%	52%

- Reported in the two lowest salary ranges were:
  57% of all females and, of these, 11% were minority females
  20% of all males and, of these, 28% were minority males

- 40% of all full-time females employed by the college were in the secretarial/clerical position category; 4% of these were filled by minority females.

- 19% of all full-time males employed by the college were in the service/maintenance position category; 17% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $14,121 or 98%

- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 18%

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                           CALIFORNIA COMMUNITY COLLEGES                                 17:19:44
                                STAFF DATA SYSTEM
BUTTE COLLEGE
                                       FULL TIME EMPLOYEES
          1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

  POSITION                  TOTAL                     NON - HISPANIC                     ASIAN/PAC.                  AMER IND/
  CATEGORY                  POSI-  TOTAL  TOTAL    WHITE         BLACK        HISPANIC      ISLANDER      FILIPINO      AL NATIVE
                            TIONS  MALES FEMALES      M      F      M      F      M      F      M      F      M      F      M      F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS           4      3      1      3      1
  1983-85 NEW HIRES             3      2      1      2      1
  1983-85 PROMOTIONS            1      1             1
  1985 REPORTED STAFF          24     22      2     20      2      2

FACULTY
  1983-85 SEPARATIONS           6      4      2      3      2                                 1
  1983-85 NEW HIRES             5      3      2      3      2
  1983-85 PROMOTIONS            2      2             2
  1985 REPORTED STAFF         110     78     32     74     29      1                    3      3

PROF/NON-FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES             2      2             1             1
  1983-85 PROMOTIONS            1      1                           1
  1985 REPORTED STAFF          22     14      8     11      8      3

SECTY/CLERICAL
  1983-85 SEPARATIONS          15      3     12      2      9             1             1      1                                  1
  1983-85 NEW HIRES            17      1     16      1     15                           1
  1983-85 PROMOTIONS            9      1      8      1      7                                        1
  1985 REPORTED STAFF          46      1     45            43                    1      1             1

TECH/PARAPROF
  1983-85 SEPARATIONS           7      3      4      2      3                    1      1
  1983-85 NEW HIRES             4             4             2                           1             1
  1983-85 PROMOTIONS            1             1             1
  1985 REPORTED STAFF          16      4     12      4      9                           1             2

SKILLED CRAFTS
  1983-85 SEPARATIONS           3      3             3
  1983-85 NEW HIRES             2      2             2
  1983-85 PROMOTIONS            3      3             2                                  1
  1985 REPORTED STAFF          11     11             9                    1             1

SERVICE/MAINT
  1983-85 SEPARATIONS           5      5             4                                                                   1
  1983-85 NEW HIRES             3      3             3
  1983-85 PROMOTIONS            3      3             3
  1985 REPORTED STAFF          44     30     14     25     11      3             1      2                                1      1

GRAND TOTAL
  1983-85 SEPARATIONS          40     21     19     17     15             1      1      2      2                         1      1
  1983-85 NEW HIRES            36     13     23     12     20      1                    2             1
  1983-85 PROMOTIONS           20     11      9      9      8      1                           1      1
  1985 REPORTED STAFF         273    160    113    143    102      9             3      7      4      3                  1      1
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BUTTE COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE						1	1						2	45,414	90,828
WHITE FEMALE					1	1							2	37,542	75,084
WHITE MALE					4	6	7	3					20	46,801	936,019
TOTAL					5	8	8	3					24	45,914	1,101,931
FACULTY															
MINORITY FEMALE					3								3	36,555	109,666
MINORITY MALE			1		2	1							4	34,215	136,860
WHITE FEMALE			4	9	13	3							29	32,443	940,343
WHITE MALE			1	22	44	7							74	34,973	2,587,934
TOTAL			6	31	62	11							110	34,321	3,775,353
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE		2			1								3	23,032	69,097
WHITE FEMALE		2	2	3	1								8	25,851	206,807
WHITE MALE		3		2	4	2							11	31,710	348,810
TOTAL		7	2	5	6	2							22	28,396	624,714
SECTY/CLERICAL															
MINORITY FEMALE		1	1										2	17,556	35,112
MINORITY MALE		1											1	13,632	13,632
WHITE FEMALE		35	4	4									43	17,438	749,855
WHITE MALE															
TOTAL		37	5	4									46	17,361	798,599
TECH/PARAPROF															
MINORITY FEMALE	1	2											3	12,767	38,300
MINORITY MALE															
WHITE FEMALE	1	8											9	14,869	133,818
WHITE MALE		1	1		2								4	28,464	113,857
TOTAL	2	11	1		2								16	17,873	285,975
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE		1	1										2	18,799	37,598
WHITE FEMALE															
WHITE MALE		2	7										9	20,554	184,987
TOTAL		3	8										11	20,235	222,585
SERVICE/MAINT															
MINORITY FEMALE		3											3	16,045	48,136
MINORITY MALE		5											5	16,773	83,864
WHITE FEMALE	1	10											11	13,935	153,289
WHITE MALE		17	6	2									25	18,609	465,216
TOTAL	1	35	6	2									44	17,057	750,505
GRAND TOTAL															
MINORITY FEMALE	1	6	1		3								11	21,019	231,214
MINORITY MALE		9	2		3	2	1						17	25,405	431,879
WHITE FEMALE	2	55	10	16	15	4							102	22,154	2,259,696
WHITE MALE		23	15	26	54	15	7	3					143	32,426	4,636,873
TOTAL	3	93	28	42	75	21	8	3					273	27,691	7,559,662

BUTTE COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE				1	1								2	8.30	40.5
WHITE FEMALE				1					1				2	8.30	49.0
WHITE MALE			1	1	1	4	7	5	1				20	83.30	50.9
TOTAL			1	3	2	4	7	5	2				24	99.90	49.8
FACULTY															
MINORITY FEMALE						2	1						3	2.70	49.3
MINORITY MALE					2	1	1						4	3.60	46.5
WHITE FEMALE			4	6	10	3	3	2		1			29	26.30	43.1
WHITE MALE				16	19	13	12	6	6	2			74	67.20	46.6
TOTAL			4	22	31	19	17	8	6	3			110	99.80	45.7
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE		1		1		1							3	13.60	36.7
WHITE FEMALE		1	1	1	1	2	1	1					8	36.30	42.9
WHITE MALE			1	1	2	1	2	4					11	50.00	47.5
TOTAL		2	2	3	3	4	3	5					22	99.90	44.4
SECTY/CLERICAL															
MINORITY FEMALE		1	1										2	4.30	30.0
MINORITY MALE					1								1	2.10	44.0
WHITE FEMALE	3	3	9	9	6	7	2	2	2				43	93.40	39.3
WHITE MALE															
TOTAL	3	4	10	9	7	7	2	2	2				46	99.80	39.0
TECH/PARAPROF															
MINORITY FEMALE		2	1										3	18.70	29.7
MINORITY MALE															
WHITE FEMALE		1	4		1		1		2				9	56.20	41.4
WHITE MALE				1	2	1							4	25.00	42.3
TOTAL		3	5	1	3	1	1		2				16	99.90	39.4
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE					1			1					2	18.10	49.0
WHITE FEMALE															
WHITE MALE		1	2	1	2	1	1		1				9	81.80	41.7
TOTAL		1	2	1	3	1	1	1	1				11	99.90	43.0
SERVICE/MAINT															
MINORITY FEMALE					1	1		1					3	6.80	47.7
MINORITY MALE		1	1		1	1		1					5	11.30	40.0
WHITE FEMALE					2	2	4	3					11	25.00	50.5
WHITE MALE		3	6	4	4	3	2	3					25	56.80	40.0
TOTAL		4	7	4	8	7	6	8					44	99.90	43.2
GRAND TOTAL															
MINORITY FEMALE		3	2		1	3	1	1					11	4.00	40.0
MINORITY MALE		2	1	2	6	3	1	2					17	6.20	42.3
WHITE FEMALE	3	5	18	17	20	14	11	8	5	1			102	37.30	42.3
WHITE MALE		4	10	24	30	23	24	18	8	2			143	52.30	45.7
TOTAL	3	14	31	43	57	43	37	29	13	3			273	99.80	43.9

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	0	100%	0	0
• 1 was promoted	0	0	0	100%
• Fall 1985: 18 positions were reported filled in Executive/Administrative/Managerial	6%	28%	17%	50%
‣ None of the persons in this position category was 60 years of age or older				
Faculty				
• 29 full-time faculty were hired	10%	38%	7%	45%
• 2 were promoted	50%	0	0	50%
• Fall 1985: 178 positions were reported filled in Faculty	5%	33%	4%	57%
‣ 9% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• 7 were promoted	0	86%	0	14%
• Fall 1985: 24 positions were reported filled in Professional/Non-Faculty	0	46%	8%	46%
‣ 17% of the persons in this position category were 60 years of age or older				
College-Wide				
• 63 full-time persons were hired	8%	54%	8%	30%
• 45 were promoted	20%	58%	7%	16%
• Fall 1985: 342 positions were reported filled college-wide	6%	41%	7%	45%

- Reported in the two lowest salary ranges were:
  28% of all females and, of these, 18% were minority females
  6% of all males and, of these, 30% were minority males

- 34% of all full-time females employed by the college were in the secretarial/clerical position category; 20% of these were filled by minority females.

- 14% of all full-time males employed by the college were in the service/maintenance position category; 32% of these were filled by minority males.

- In the technical/paraprofessional position category, the mean salary of all females exceeded the mean salary of all males by $7,946 or 36%.

- In the skilled crafts position category, white males filled 100% of the positions.

AASTFHPS/STFHPS

CHANCELLOR'S OFFICE
CALIFORNIA COMMUNITY COLLEGES
STAFF DATA SYSTEM

12/03/86
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CABRILLO COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	3	3		2				1							
1983-85 NEW HIRES	2		2		2										
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	18	12	6	9	5	1		2	1						
FACULTY															
1983-85 SEPARATIONS	38	15	23	10	21			3		1	1		1	1	
1983-85 NEW HIRES	29	15	14	13	11			2	1		1		1		
1983-85 PROMOTIONS	2	1	1	1					1						
1985 REPORTED STAFF	178	110	68	102	59	1		4	6	2	2	1			1
PROF/NON-FACULTY															
1983-85 SEPARATIONS	2	1	1	1	1										
1983-85 NEW HIRES															
1983-85 PROMOTIONS	7	1	6	1	6										
1985 REPORTED STAFF	24	13	11	11	11			2							
SECTY/CLERICAL															
1983-85 SEPARATIONS	12	1	11	1	7				2				1		1
1983-85 NEW HIRES	17		17		15				2						
1983-85 PROMOTIONS	18		18		11				5				1		1
1985 REPORTED STAFF	57	1	56	1	45		2		4		2		1		2
TECH/PARAPROF															
1983-85 SEPARATIONS	5	1	4	1	2				2						
1983-85 NEW HIRES	9	4	5	3	5			1							
1983-85 PROMOTIONS	11	2	9	1	8			1	1						
1985 REPORTED STAFF	30	12	18	9	17			2	1					1	
SKILLED CRAFTS															
1983-85 SEPARATIONS	3	3		3											
1983-85 NEW HIRES	2	2		2											
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	6	6		6											
SERVICE/MAINT															
1983-85 SEPARATIONS	7	6	1	3	1			3							
1983-85 NEW HIRES	4	3	1	1	1			2							
1983-85 PROMOTIONS	5	4	1	2	1			2							
1985 REPORTED STAFF	29	25	4	17	4			7				1			
GRAND TOTAL															
1983-85 SEPARATIONS	70	30	40	21	32			7	4	1	1		2	1	1
1983-85 NEW HIRES	63	24	39	19	34			5	3		1		1		
1983-85 PROMOTIONS	45	10	35	7	26			3	7				1		1
1985 REPORTED STAFF	342	179	163	155	141	2	2	17	12	2	4	2	1	1	3

CABRILLO COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE					1								1	37,488	37,488
MINORITY MALE					2		1						3	42,188	126,564
WHITE FEMALE				2	1		1	1					5	40,180	200,899
WHITE MALE				3	1	2	1	1	1				9	43,080	387,722
TOTAL				5	5	2	3	2	1				18	41,815	752,673
FACULTY															
MINORITY FEMALE		2	1	4	2								9	27,015	243,134
MINORITY MALE			1	3	4								8	31,497	251,975
WHITE FEMALE	2	3	15	11	28								59	29,119	1,718,013
WHITE MALE		2	6	25	52	17							102	34,398	3,508,577
TOTAL	2	7	23	43	86	17							178	32,144	5,721,699
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE				1		1							2	33,525	67,049
WHITE FEMALE			4	3	4								11	30,224	332,459
WHITE MALE				1	6	4							11	37,797	415,768
TOTAL			4	5	10	5							24	33,970	815,276
SECTY/CLERICAL															
MINORITY FEMALE		5	6										11	18,810	206,914
MINORITY MALE															
WHITE FEMALE	2	24	19										45	18,030	811,363
WHITE MALE		1											1	14,754	14,754
TOTAL	2	30	25										57	18,123	1,033,031
TECH/PARAPROF															
MINORITY FEMALE		1											1	16,863	16,863
MINORITY MALE		1	2										3	21,691	65,074
WHITE FEMALE		3	10	4									17	22,376	380,400
WHITE MALE		2	6	1									9	21,680	195,118
TOTAL		7	18	5									30	21,915	657,455
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE			5	1									6	23,577	141,464
TOTAL			5	1									6	23,577	141,464
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		2	6										8	20,400	163,199
WHITE FEMALE		3	1										4	17,274	69,096
WHITE MALE		2	14	1									17	21,582	366,887
TOTAL		7	21	1									29	20,661	599,182
GRAND TOTAL															
MINORITY FEMALE		8	7	4	3								22	22,927	504,399
MINORITY MALE		3	9	4	6	1	1						24	28,078	673,861
WHITE FEMALE	4	33	49	20	33		1	1					141	24,909	3,512,230
WHITE MALE		7	31	32	59	23	1	1	1				155	32,453	5,030,290
TOTAL	4	51	96	68	101	24	3	2	1				342	28,423	9,720,780

CABRILLO COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE				1									1	5.50	37.0
MINORITY MALE				1	1			1					3	16.60	44.7
WHITE FEMALE				4			1						5	27.70	41.0
WHITE MALE				2	3		2	2					9	50.00	46.4
TOTAL				8	4		3	3					18	99.80	44.1
FACULTY															
MINORITY FEMALE			2	4		1	1		1				9	5.00	41.4
MINORITY MALE				1	2	3	2						8	4.40	44.8
WHITE FEMALE			7	8	14	12	13	4	1				59	33.10	45.0
WHITE MALE			6	10	26	21	14	11	11	3			102	57.30	48.0
TOTAL			15	23	42	37	30	15	13	3			178	99.80	46.5
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE			1				1						2	8.30	43.5
WHITE FEMALE			2	3		3	1	1		1			11	45.80	44.9
WHITE MALE					2	2	2	2	2	1			11	45.80	52.8
TOTAL			3	3	2	5	4	3	2	2			24	99.90	48.4
SECTY/CLERICAL															
MINORITY FEMALE	1	2	3	2		1		1	1				11	19.20	37.7
MINORITY MALE															
WHITE FEMALE	2	1	6	8	2	8	7	5	4	2			45	78.90	45.6
WHITE MALE				1									1	1.70	37.0
TOTAL	3	3	9	11	2	9	7	6	5	2			57	99.80	43.9
TECH/PARAPROF															
MINORITY FEMALE			1										1	3.30	30.0
MINORITY MALE				1				2					3	10.00	49.3
WHITE FEMALE		2	1	6	3		2	1	1		1		17	56.60	42.4
WHITE MALE		1	1	4	2	1							9	30.00	37.8
TOTAL		3	3	11	5	1	2	3	1		1		30	99.90	41.3
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE			1	3	1			1					6	100.00	40.3
TOTAL			1	3	1			1					6	100.00	40.3
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE	1	1	1	3			1	1					8	27.50	37.6
WHITE FEMALE			2		1	1							4	13.70	38.3
WHITE MALE		1	1	1	2	1	6	3	1		1		17	58.60	50.3
TOTAL	1	2	4	4	3	2	7	4	1		1		29	99.80	45.1
GRAND TOTAL															
MINORITY FEMALE	1	2	6	7		2	1	1	2				22	6.40	38.9
MINORITY MALE	1	1	2	6	3	3	4	4					24	7.00	42.8
WHITE FEMALE	2	3	18	29	20	24	24	11	6	3	1		141	41.20	44.5
WHITE MALE		2	9	21	36	25	24	19	14	4	1		155	45.30	47.5
TOTAL	4	8	35	63	59	54	53	35	22	7	2		342	99.90	45.4

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 8 positions were reported filled in Executive/Administrative/Managerial	13%	13%	13%	62%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 5 full-time faculty were hired	20%	0	20%	60%
• 1 was promoted	0	0	0	100%
• Fall 1985: 92 positions were reported filled in Faculty	5%	28%	7%	60%
▸ 9% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 12 positions were reported filled in Professional/Non-Faculty	17%	33%	8%	42%
▸ 8% of the persons in this position category were 60 years of age or older				
College-Wide				
• 26 full-time persons were hired	19%	42%	15%	23%
• 8 were promoted	0	75%	0	25%
• Fall 1985: 170 positions were reported filled college-wide	10%	32%	12%	46%

- ▸ Reported in the two lowest salary ranges were:
  41% of all females and, of these, 28% were minority females
  24% of all males and, of these, 46% were minority males
- ▸ 38% of all full-time females employed by the college were in the secretarial/clerical position category; 30% of these were filled by minority females
- ▸ 15% of all full-time males employed by the college were in the service/maintenance position category; 67% of these were filled by minority males
- ▸ In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $2,828 or 14%
- ▸ In the skilled crafts position category, white males filled 100% of the positions

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CANADA COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	8	6	2	5	1		1	1							
FACULTY															
1983-85 SEPARATIONS	16	11	5	11	4		1								
1983-85 NEW HIRES	5	4	1	3			1	1							
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	92	61	31	55	26	2	2	2	1	2	2				
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	12	6	6	5	4		1	1	1						
SECTY/CLERICAL															
1983-85 SEPARATIONS	19	3	16	3	12				2		1		1		
1983-85 NEW HIRES	14	2	12	1	8	1	1		3						
1983-85 PROMOTIONS	5		5		5										
1985 REPORTED STAFF	28	1	27		19	1	4		3		1				
TECH/PARAPROF															
1983-85 SEPARATIONS	5	1	4	1	4										
1983-85 NEW HIRES	4	1	3	1	3										
1983-85 PROMOTIONS	2	1	1	1	1										
1985 REPORTED STAFF	12	7	5	6	4		1	1							
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	3	3		3											
SERVICE/MAINT															
1983-85 SEPARATIONS	6	3	3	2	3					1					
1983-85 NEW HIRES	2	2				1				1					
1983-85 PROMOTIONS															
1985 REPORTED STAFF	15	15		5		5		4				1			
GRAND TOTAL															
1983-85 SEPARATIONS	47	19	28	18	23		1		2	1	1		1		
1983-85 NEW HIRES	26	10	16	6	11	2	2	1	3	1					
1983-85 PROMOTIONS	8	2	6	2	6										
1985 REPORTED STAFF	170	99	71	79	54	8	9	9	5	2	3	1			

CANADA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE							1						1	50,374	50,374
MINORITY MALE							1						1	50,374	50,374
WHITE FEMALE							1						1	48,086	48,086
WHITE MALE						1	2	2					5	53,006	265,029
TOTAL						1	5	2					8	51,733	413,863
FACULTY															
MINORITY FEMALE					3	2							5	38,983	194,915
MINORITY MALE					3	3							6	40,070	240,418
WHITE FEMALE				6	18	2							26	35,977	935,390
WHITE MALE			2	3	42	8							55	37,812	2,079,645
TOTAL			2	9	66	15							92	37,504	3,450,371
PROF/NON-FACULTY															
MINORITY FEMALE				2									2	29,786	59,571
MINORITY MALE				1									1	29,791	29,791
WHITE FEMALE					4								4	38,707	154,828
WHITE MALE					4	1							5	39,591	197,954
TOTAL				3	8	1							12	36,845	442,144
SECTY/CLERICAL															
MINORITY FEMALE		3	4	1									8	20,429	163,428
MINORITY MALE		1											1	15,036	15,036
WHITE FEMALE		7	10	2									19	19,740	375,060
WHITE MALE															
TOTAL		11	14	3									28	19,769	553,524
TECH/PARAPROF															
MINORITY FEMALE			1										1	25,188	25,188
MINORITY MALE				1									1	26,172	26,172
WHITE FEMALE		1	3										4	20,355	81,420
WHITE MALE		1	2	3									6	23,812	142,872
TOTAL		2	6	4									12	22,971	275,652
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE			3										3	22,944	68,832
TOTAL			3										3	22,944	68,832
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		2	8										10	19,474	194,736
WHITE FEMALE															
WHITE MALE		1	4										5	19,488	97,440
TOTAL		3	12										15	19,478	292,176
GRAND TOTAL															
MINORITY FEMALE		3	5	3	3	2	1						17	29,028	493,476
MINORITY MALE		3	8	2	3	3	1						20	27,826	556,527
WHITE FEMALE		8	13	8	22	2	1						54	29,533	1,594,784
WHITE MALE		2	11	6	46	10	2	2					79	36,098	2,851,775
TOTAL		16	37	19	74	17	5	2					170	32,333	5,496,562

CANADA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE						1							1	12.50	46.0
MINORITY MALE				1									1	12.50	35.0
WHITE FEMALE						1							1	12.50	49.0
WHITE MALE						3		2					5	62.50	51.6
TOTAL				1		5		2					8	100.00	48.5
FACULTY															
MINORITY FEMALE						3		2					5	5.40	50.0
MINORITY MALE				1	1	1	3						6	6.50	47.7
WHITE FEMALE			2		6	7	5	3	2	1			26	28.20	48.9
WHITE MALE			1	1	7	10	15	16	3	2			55	59.70	51.3
TOTAL			3	2	14	21	23	21	5	3			92	99.80	50.3
PROF/NON-FACULTY															
MINORITY FEMALE			1	1									2	16.60	36.0
MINORITY MALE					1								1	8.30	41.0
WHITE FEMALE						3	1						4	33.30	49.0
WHITE MALE						1	1	2		1			5	41.60	55.8
TOTAL			1	1	1	4	2	2		1			12	99.80	49.0
SECTY/CLERICAL															
MINORITY FEMALE	2		1	1	2	1	1						8	28.50	36.9
MINORITY MALE	1												1	3.50	23.0
WHITE FEMALE	1	1	6	2		3	1	4	1				19	67.80	42.7
WHITE MALE															
TOTAL	4	1	7	3	2	4	2	4	1				28	99.80	40.4
TECH/PARAPROF															
MINORITY FEMALE				1									1	8.30	36.0
MINORITY MALE				1									1	8.30	35.0
WHITE FEMALE		1	1	2									4	33.30	33.3
WHITE MALE		1	2	1	1		1						6	50.00	37.7
TOTAL		2	3	5	1		1						12	99.90	35.8
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE		1	1	1									3	100.00	31.0
TOTAL		1	1	1									3	100.00	31.0
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE			1	1		2	2	3	1				10	66.60	49.7
WHITE FEMALE															
WHITE MALE		1		1		1		1	1				5	33.30	44.8
TOTAL		1	1	2		3	2	4	2				15	99.90	48.1
GRAND TOTAL															
MINORITY FEMALE	2		2	3	2	5	1	2					17	10.00	41.1
MINORITY MALE	1		1	4	2	3	5	3	1				20	11.70	45.9
WHITE FEMALE	1	2	9	4	6	14	7	7	3	1			54	31.70	45.6
WHITE MALE		3	4	4	8	15	17	21	4	3			79	46.40	49.4
TOTAL	4	5	16	15	18	37	30	33	8	4			170	99.80	46.9

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 3 full-time persons were hired	0	0	0	100%
• 1 was promoted	0	0	0	100%
• Fall 1985: 10 positions were reported filled in Executive/Administrative/Managerial	10%	20%	0	70%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 5 full-time faculty were hired	0	40%	0	60%
• 1 was promoted	0	100%	0	0
• Fall 1985: 44 positions were reported filled in Faculty	5%	39%	2%	55%
▸ 4% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 2 positions were reported filled in Professional/Non-Faculty	0	50%	0	50%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 40 full-time persons were hired	0	50%	7%	42%
• 3 were promoted	33%	33%	0	33%
• Fall 1985: 120 positions were reported filled college-wide	6%	47%	3%	43%

- Reported in the two lowest salary ranges were:
  28% of all females and, of these, 6% were minority females.
  23% of all males and, of these, 15% were minority males.

- 44% of all full-time females employed by the college were in the secretarial/clerical position category; 4% of these were filled by minority females.

- 32% of all full-time males employed by the college were in the service/maintenance position category; 17% of these were filled by minority males.

- In the technical/paraprofessional position category, the mean salary of all females exceeded the mean salary of all males by $375 or 2%.

- In the skilled crafts position category, white males filled 100% of the positions.

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COLLEGE OF THE CANYONS

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI- TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	12	7	5	7	4				1						
1983-85 NEW HIRES	3	3		3											
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	10	7	3	7	2				1						
FACULTY															
1983-85 SEPARATIONS	43	26	17	24	16			1		1	1				
1983-85 NEW HIRES	5	3	2	3	2										
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	44	25	19	24	17					1	1				1
PROF/NON-FACULTY															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	2	1	1	1	1										
SECTY/CLERICAL															
1983-85 SEPARATIONS	30	3	27	3	24		1		1						1
1983-85 NEW HIRES	16		16		16										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	28		28		27				1						
TECH/PARAPROF															
1983-85 SEPARATIONS	9	2	7	2	6				1						
1983-85 NEW HIRES	2	1	1	1	1										
1983-85 PROMOTIONS	1		1						1						
1985 REPORTED STAFF	14	4	10	4	7				2						1
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	1	1		1											
SERVICE/MAINT															
1983-85 SEPARATIONS	24	19	5	15	3			3	2					1	
1983-85 NEW HIRES	13	12	1	9	1			2		1					
1983-85 PROMOTIONS															
1985 REPORTED STAFF	21	18	3	15	3			1		1				1	
GRAND TOTAL															
1983-85 SEPARATIONS	119	58	61	52	53		1	4	5	1	1			1	1
1983-85 NEW HIRES	40	20	20	17	20			2		1					
1983-85 PROMOTIONS	3	1	2	1	1				1						
1985 REPORTED STAFF	120	56	64	52	57			1	4	2	1			1	2

COLLEGE OF THE CANYONS

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE							1						1	47,146	47,146
MINORITY MALE															
WHITE FEMALE				1			1						2	43,110	86,220
WHITE MALE					1		5		1				7	51,924	363,468
TOTAL				1	1		7		1				10	49,633	496,834
FACULTY															
MINORITY FEMALE			1	1									2	25,675	51,350
MINORITY MALE					1								1	39,360	39,360
WHITE FEMALE			2	4	8	3							17	34,184	581,125
WHITE MALE			2	5	7	10							24	36,819	883,660
TOTAL			5	10	16	13							44	35,352	1,555,498
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE					1								1	39,360	39,360
WHITE MALE						1							1	42,840	42,840
TOTAL					1	1							2	41,100	82,200
SECTY/CLERICAL															
MINORITY FEMALE		1											1	16,410	16,410
MINORITY MALE															
WHITE FEMALE		13	13	1									27	19,551	527,866
WHITE MALE															
TOTAL		14	13	1									28	19,438	544,276
TECH/PARAPROF															
MINORITY FEMALE			3										3	22,929	68,786
MINORITY MALE															
WHITE FEMALE		2	5										7	21,702	151,914
WHITE MALE			4										4	21,695	86,780
TOTAL		2	12										14	21,963	307,480
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE			1										1	20,880	20,880
TOTAL			1										1	20,880	20,880
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE	1	1	1										3	16,689	50,067
WHITE FEMALE		2	1										3	17,108	51,324
WHITE MALE	3	8	4										15	17,059	255,893
TOTAL	4	11	6										21	17,013	357,281
GRAND TOTAL															
MINORITY FEMALE		1	4	1			1						7	26,242	183,692
MINORITY MALE	1	1	1		1								4	22,357	89,427
WHITE FEMALE		17	21	6	9	3	1						57	25,225	1,437,812
WHITE MALE	3	8	11	5	8	11	5		1				52	31,798	1,653,518
TOTAL	4	27	37	12	18	14	7		1				120	28,037	3,364,449

COLLEGE OF THE CANYONS

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE								1					1	10.00	58.0
MINORITY MALE															
WHITE FEMALE				1		1							2	20.00	42.5
WHITE MALE				1	3	1		2					7	70.00	46.7
TOTAL				2	3	2		3					10	100.00	47.0
FACULTY															
MINORITY FEMALE						1		1					2	4.50	52.5
MINORITY MALE					1								1	2.20	41.0
WHITE FEMALE				6	4	2	1	3	1				17	38.60	45.4
WHITE MALE			2	1	5	8	4	3	1				24	54.50	46.9
TOTAL			2	7	10	11	5	7	2				44	99.80	46.4
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				1									1	50.00	37.0
WHITE MALE							1						1	50.00	54.0
TOTAL				1			1						2	100.00	45.5
SECTY/CLERICAL															
MINORITY FEMALE					1								1	3.50	44.0
MINORITY MALE															
WHITE FEMALE		2	1	3	10	3	7	1					27	96.40	43.9
WHITE MALE															
TOTAL		2	1	3	11	3	7	1					28	99.90	43.9
TECH/PARAPROF															
MINORITY FEMALE			1		1			1					3	21.40	45.3
MINORITY MALE															
WHITE FEMALE		2	1	1	1		2						7	50.00	38.4
WHITE MALE			1	1		1	1						4	28.50	42.5
TOTAL		2	3	2	2	1	3	1					14	99.90	41.1
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE						1							1	100.00	48.0
TOTAL						1							1	100.00	48.0
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE					2			1					3	14.20	47.0
WHITE FEMALE		1			1			1					3	14.20	42.0
WHITE MALE		1	2	3		3		5	1				15	71.40	46.5
TOTAL		2	2	3	3	3		7	1				21	99.80	45.9
GRAND TOTAL															
MINORITY FEMALE			1		2	1		3					7	5.80	49.0
MINORITY MALE					3			1					4	3.30	45.5
WHITE FEMALE		5	2	12	16	6	10	5	1				57	47.50	43.4
WHITE MALE		1	5	6	8	14	6	10	2				52	43.30	46.6
TOTAL		6	8	18	29	21	16	19	3				120	99.90	45.2

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 8 full-time persons were hired	13%	37%	13%	37%
• 4 were promoted	0	25%	0	75%
• Fall 1985: 35 positions were reported filled in Executive/Administrative/Managerial	6%	23%	11%	60%
▸ 6% of the persons in this position category were 60 years of age or older				
Faculty				
• 20 full-time faculty were hired	20%	40%	0	40%
• None was promoted	0	0	0	0
• Fall 1985: 224 positions were reported filled in Faculty	3%	32%	6%	58%
▸ 17% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	0	100%	0	0
• 1 was promoted	0	100%	0	0
• Fall 1985: 25 positions were reported filled in Professional/Non-Faculty	16%	28%	12%	44%
▸ 36% of the persons in this position category were 60 years of age or older				
College-Wide				
• 88 full-time persons were hired	22%	34%	9%	35%
• 38 were promoted	16%	61%	5%	18%
• Fall 1985: 541 positions were reported filled college-wide	9%	40%	9%	43%

- Reported in the two lowest salary ranges were:
  37% of all females and, of these, 24% were minority females
  19% of all males and, of these, 38% were minority males

- 51% of all full-time females employed by the college were in the secretarial/clerical position category; 23% of these were filled by minority females

- 23% of all full-time males employed by the college were in the service/maintenance position category; 30% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $5,934 or 27%

- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 9%

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STAFF DATA SYSTEM

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CERRITOS COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/ AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	4	3	1	1	1			2							
1983-85 NEW HIRES	8	4	4	3	3	1			1						
1983-85 PROMOTIONS	4	3	1	3	1										
1985 REPORTED STAFF	35	25	10	21	8	4			1		1				
FACULTY															
1983-85 SEPARATIONS	21	16	5	16	4				1						
1983-85 NEW HIRES	20	8	12	8	8				1		2				1
1983-85 PROMOTIONS															
1985 REPORTED STAFF	224	145	79	131	72	3		10	6	1	1				
PROF/NON-FACULTY															
1983-85 SEPARATIONS	1		1								1				
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	25	14	11	11	7			3	1		2				1
SECTY/CLERICAL															
1983-85 SEPARATIONS	20	2	18	1	13			1	4						1
1983-85 NEW HIRES	30	4	26	2	14		3	1	7		1	1			1
1983-85 PROMOTIONS	20		20		16				2		2				
1985 REPORTED STAFF	140	5	135	3	104		3		20	1	7	1			1
TECH/PARAPROF															
1983-85 SEPARATIONS	9	5	4	3	2			2	2						
1983-85 NEW HIRES	7	5	2	4	2			1							
1983-85 PROMOTIONS	8	1	7	1	5				2						
1985 REPORTED STAFF	34	12	22	9	17			3	5						
SKILLED CRAFTS															
1983-85 SEPARATIONS	2	2		2											
1983-85 NEW HIRES	2	2		2											
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	11	11		10				1							
SERVICE/MAINT															
1983-85 SEPARATIONS	17	15	2	7	2	4		3						1	
1983-85 NEW HIRES	20	16	4	12	2			4	2						
1983-85 PROMOTIONS	4	4		2		1		1							
1985 REPORTED STAFF	72	64	8	45	6	4		14	2					1	
GRAND TOTAL															
1983-85 SEPARATIONS	74	43	31	30	22	4		8	7		1			1	1
1983-85 NEW HIRES	88	39	49	31	30	1	3	6	11		3	1			2
1983-85 PROMOTIONS	38	9	29	7	23	1		1	4		2				
1985 REPORTED STAFF	541	276	265	230	214	11	3	31	35	2	11	1		1	2

CERRITOS COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE			1					1					2	39,875	79,750
MINORITY MALE				1			1	2					4	48,166	192,662
WHITE FEMALE				1	2	2	2	1					8	44,117	352,939
WHITE MALE				3	2	3	2	10		1			21	49,159	1,032,339
TOTAL			1	5	4	5	5	14		1			35	47,363	1,657,690
FACULTY															
MINORITY FEMALE					6	1							7	37,599	263,193
MINORITY MALE				3	2	8	1						14	39,534	553,476
WHITE FEMALE			3	20	14	34	1						72	37,266	2,683,121
WHITE MALE			3	8	21	97	2						131	40,930	5,361,812
TOTAL			6	31	43	140	4						224	39,561	8,861,602
PROF/NON-FACULTY															
MINORITY FEMALE					1	2	1						4	42,996	171,984
MINORITY MALE							3						3	50,392	151,175
WHITE FEMALE				3		3	1						7	37,911	265,375
WHITE MALE				2		1	6	2					11	48,268	530,952
TOTAL				5	1	6	11	2					25	44,779	1,119,486
SECTY/CLERICAL															
MINORITY FEMALE	2	19	10										31	16,898	523,839
MINORITY MALE		2											2	15,546	31,392
WHITE FEMALE	1	66	36	1									104	17,765	1,847,578
WHITE MALE		1	2										3	20,545	61,636
TOTAL	3	88	48	1									140	17,601	2,464,145
TECH/PARAPROF															
MINORITY FEMALE		1	3	1									5	21,590	107,951
MINORITY MALE		1	2										3	20,908	62,724
WHITE FEMALE	1	2	12	1	1								17	22,323	379,486
WHITE MALE		1	2	2	3	1							9	30,484	274,356
TOTAL	1	5	19	4	4	1							34	24,251	824,517
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				1									1	29,808	29,808
WHITE FEMALE															
WHITE MALE			5	5									10	25,161	251,613
TOTAL			5	6									11	25,584	281,421
SERVICE/MAINT															
MINORITY FEMALE	1	1											2	12,279	24,557
MINORITY MALE	1	16	2										19	17,040	323,752
WHITE FEMALE	1	4	1										6	15,751	94,505
WHITE MALE		30	14	1									45	18,669	840,112
TOTAL	3	51	17	1									72	17,818	1,282,926
GRAND TOTAL															
MINORITY FEMALE	3	21	14	1	7	3	1	1					51	22,966	1,171,274
MINORITY MALE	1	19	4	5	2	8	5	2					46	29,232	1,344,689
WHITE FEMALE	3	72	52	26	17	39	4	1					214	26,276	5,623,004
WHITE MALE		32	26	21	26	102	10	12		1			230	36,317	8,352,820
TOTAL	7	144	96	53	52	152	20	16		1			541	30,484	16,491,787

CERRITOS COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE			1					1					2	5.70	44.5
MINORITY MALE				2	1			1					4	11.40	43.5
WHITE FEMALE			1	2		3	1	1					8	22.80	44.5
WHITE MALE			2	4	3	2	6	2	2				21	60.00	46.4
TOTAL			4	8	4	5	7	5	2				35	99.90	45.5
FACULTY															
MINORITY FEMALE				3	2	1	1						7	3.10	42.6
MINORITY MALE			1	2	3	1	3	2	2				14	6.20	48.8
WHITE FEMALE		1	4	14	10	12	10	11	7	2	1		72	32.10	47.9
WHITE MALE		1	2	11	15	27	21	27	17	9	1		131	58.40	51.6
TOTAL		2	7	30	30	41	35	40	26	11	2		224	99.80	50.0
PROF/NON-FACULTY															
MINORITY FEMALE			1	1	1				1				4	16.00	41.8
MINORITY MALE				1			1		1				3	12.00	50.7
WHITE FEMALE				1	1	3				1	1		7	28.00	50.4
WHITE MALE				2			1	3	5				11	44.00	55.2
TOTAL			1	5	2	3	2	3	7	1	1		25	100.00	51.2
SECTY/CLERICAL															
MINORITY FEMALE	5	6	4	3	6		2	3	2				31	22.10	37.2
MINORITY MALE		1							1				2	1.40	45.0
WHITE FEMALE	5	9	13	7	11	9	18	17	11	3		1	104	74.20	45.8
WHITE MALE			1	1		1							3	2.10	38.7
TOTAL	10	16	18	11	17	10	20	20	14	3		1	140	99.80	43.7
TECH/PARAPROF															
MINORITY FEMALE		1	2					1	1				5	14.70	42.0
MINORITY MALE		2			1								3	8.80	32.0
WHITE FEMALE	2	2	1	3	1	3	2	1	2				17	50.00	41.4
WHITE MALE	1	1	2	2				2			1		9	26.40	41.2
TOTAL	3	6	5	5	2	3	2	4	3		1		34	99.90	40.6
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE		1											1	9.00	28.0
WHITE FEMALE															
WHITE MALE			2	1	1	2	1	1	2				10	90.90	47.0
TOTAL		1	2	1	1	2	1	1	2				11	99.90	45.3
SERVICE/MAINT															
MINORITY FEMALE			1			1							2	2.70	39.0
MINORITY MALE		2	4	2	5	1		2	3				19	26.30	43.0
WHITE FEMALE		2	2			2							6	8.30	34.8
WHITE MALE	3	5	5	9	3	2	4	5	8	1			45	62.50	43.8
TOTAL	3	9	12	11	8	6	4	7	11	1			72	99.80	42.7
GRAND TOTAL															
MINORITY FEMALE	5	7	9	7	9	2	3	5	4				51	9.40	39.1
MINORITY MALE		6	5	7	10	2	4	5	7				46	8.50	44.3
WHITE FEMALE	7	14	21	27	23	32	31	30	20	6	2	1	214	39.50	45.9
WHITE MALE	4	7	14	30	22	34	33	40	34	10	2		230	42.50	49.0
TOTAL	16	34	49	71	64	70	71	80	65	16	4	1	541	99.90	46.5

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• 2 were promoted	0	50%	0	50%
• Fall 1985: 9 positions were reported filled in Executive/Administrative/Managerial	0	22%	0	78%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 4 full-time faculty were hired	0	25%	25%	50%
• 2 were promoted	0	100%	0	0
• Fall 1985: 18 positions were reported filled in Faculty	0	33%	6%	61%
▸ None of the persons in this position category was 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 8 positions were reported filled in Professional/Non-Faculty	0	37%	25%	37%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 20 full-time persons were hired	15%	55%	10%	20%
• 12 were promoted	8%	75%	8%	8%
• Fall 1985: 79 positions were reported filled college-wide	11%	46%	9%	34%

- Reported in the two lowest salary ranges were:
  60% of all females and, of these, 30% were minority females
  21% of all males and, of these, 43% were minority males

- 42% of all full-time females employed by the college were in the secretarial/clerical position category; 16% of these were filled by minority females

- 15% of all full-time males employed by the college were in the service/maintenance position category; 60% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all females exceeded the mean salary of all males by $417 or 2%

- In the skilled crafts position category, white males filled 100% of the positions

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AASTFHPS/STFHPS                         C H A N C E L L O R ' S   O F F I C E                       12/03/86
                                C A L I F O R N I A   C O M M U N I T Y   C O L L E G E S           17:19:44
                                          S T A F F   D A T A   S Y S T E M
CERRO COSO CMTY COLLEGE
                                                   FULL TIME EMPLOYEES
                       1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

    POSITION              TOTAL                     NON - HISPANIC                ASIAN/PAC.                AMER IND/
    CATEGORY              POSI-  TOTAL  TOTAL  WHITE           BLACK       HISPANIC      ISLANDER      FILIPINO       AL NATIVE
                          TIONS  MALESFEMALES      M      F      M      F      M      F      M      F      M      F      M      F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS         3      3             3
  1983-85 NEW HIRES
  1983-85 PROMOTIONS          2      1      1      1      1
  1985 REPORTED STAFF         9      7      2      7      2

FACULTY
  1983-85 SEPARATIONS         6      2      4      2      3                                                       1
  1983-85 NEW HIRES           4      3      1      2      1      1
  1983-85 PROMOTIONS          2             2             2
  1985 REPORTED STAFF        18     12      6     11      6      1

PROF/NON-FACULTY
  1983-85 SEPARATIONS         1      1             1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         8      5      3      3      3      1                                                       1

SECTY/CLERICAL
  1983-85 SEPARATIONS         5             5             4                           1
  1983-85 NEW HIRES          10            10             8                           2
  1983-85 PROMOTIONS          2             2             2
  1985 REPORTED STAFF        19            19            16             1             2

TECH/PARAPROF
  1983-85 SEPARATIONS         4      2      2      2      2
  1983-85 NEW HIRES           4      2      2      2      2
  1983-85 PROMOTIONS          4             4             3                                         1
  1985 REPORTED STAFF        13      3     10      2      8                    1      1             1

SKILLED CRAFTS
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         2      2             2

SERVICE/MAINT
  1983-85 SEPARATIONS         2      1      1                                  1      1
  1983-85 NEW HIRES           2      1      1                                  1      1
  1983-85 PROMOTIONS          2      1      1             1                    1
  1985 REPORTED STAFF        10      5      5      2      1             1      3      2                                         1

GRAND TOTAL
  1983-85 SEPARATIONS        21      9     12      8      9                    1      2                           1
  1983-85 NEW HIRES          20      6     14      4     11      1             1      3
  1983-85 PROMOTIONS         12      2     10      1      9                    1                    1
  1985 REPORTED STAFF        79     34     45     27     36      2      2      4      5             1                    1      1
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CERRO COSO CMTY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				1			1						2	39.396	78.791
WHITE MALE			1	1		1	3	1					7	44.948	314.633
TOTAL			1	2		1	4	1					9	43,714	393.424
FACULTY															
MINORITY FEMALE															
MINORITY MALE				1									1	28,911	28.911
WHITE FEMALE				3	3								6	33.202	199.212
WHITE MALE			1	3	7								11	33.284	366.121
TOTAL			1	7	10								18	33.014	594.244
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE			1		1								2	27.627	55.254
WHITE FEMALE				2	1								3	29,852	89.557
WHITE MALE				2	1								3	31.077	93.232
TOTAL			1	4	3								8	29,755	238.043
SECTY/CLERICAL															
MINORITY FEMALE	2	1											3	12.159	36.478
MINORITY MALE															
WHITE FEMALE	2	12	1	1									16	15.582	249.315
WHITE MALE															
TOTAL	4	13	1	1									19	15,042	285.793
TECH/PARAPROF															
MINORITY FEMALE		1	1										2	18.795	37,589
MINORITY MALE			1										1	22.692	22.692
WHITE FEMALE		4	3	1									8	19.644	157.153
WHITE MALE		1	1										2	17.241	34,481
TOTAL		6	6	1									13	19.378	251.915
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE		1	1										2	19,079	38.158
TOTAL		1	1										2	19,079	38,158
SERVICE/MAINT															
MINORITY FEMALE	2	2											4	12.672	50.688
MINORITY MALE	1	2											3	14,752	44.257
WHITE FEMALE		1											1	15.249	15.249
WHITE MALE		2											2	14.887	29,774
TOTAL	3	7											10	13.997	139.965
GRAND TOTAL															
MINORITY FEMALE	4	4	1										9	13.862	124.755
MINORITY MALE	1	2	2	1	1								7	21.588	151.114
WHITE FEMALE	2	17	4	8	4		1						36	21.924	789.277
WHITE MALE		4	4	6	8	1	3	1					27	32.459	876.399
TOTAL	7	27	11	15	13	1	4	1					79	24.577	1.941.545

CERRO COSO CMTY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE							2						2	22.20	52.0
WHITE MALE				2	2	2	1						7	77.70	42.3
TOTAL				2	2	2	3						9	99.90	44.4
FACULTY															
MINORITY FEMALE															
MINORITY MALE						1							1	5.50	47.0
WHITE FEMALE				1	3	2							6	33.30	43.5
WHITE MALE					4	4	3						11	61.10	45.8
TOTAL				1	7	7	3						18	99.90	45.1
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE				1				1					2	25.00	47.0
WHITE FEMALE				1	2								3	37.50	40.0
WHITE MALE				1		2							3	37.50	44.0
TOTAL				3	2	2		1					8	100.00	43.3
SECTY/CLERICAL															
MINORITY FEMALE			1			2							3	15.70	43.3
MINORITY MALE															
WHITE FEMALE	3		4	3	2	3			1				16	84.20	37.1
WHITE MALE															
TOTAL	3		5	3	2	5			1				19	99.90	38.1
TECH/PARAPROF															
MINORITY FEMALE				1	1								2	15.30	39.5
MINORITY MALE					1								1	7.60	41.0
WHITE FEMALE	1		1	2	2	2							8	61.50	39.0
WHITE MALE	1				1								2	15.30	33.0
TOTAL	2		1	3	5	2							13	99.70	38.3
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE								2					2	100.00	56.0
TOTAL								2					2	100.00	56.0
SERVICE/MAINT															
MINORITY FEMALE			1	1			2						4	40.00	41.5
MINORITY MALE	1					1				1			3	30.00	44.3
WHITE FEMALE					1								1	10.00	43.0
WHITE MALE	1					1							2	20.00	34.0
TOTAL	2		1	1	1	2	2			1			10	100.00	41.0
GRAND TOTAL															
MINORITY FEMALE			2	2	1	2	2						9	11.30	41.7
MINORITY MALE	1			1	1	2		1		1			7	8.80	45.0
WHITE FEMALE	4		5	7	10	7	2		1				36	45.50	39.8
WHITE MALE	2			3	7	9	4	2					27	34.10	43.6
TOTAL	7		7	13	19	20	8	3	1	1			79	99.70	41.8

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 4 full-time persons were hired	25%	25%	0	50%
• 1 was promoted	0	100%	0	0
• Fall 1985 38 positions were reported filled in Executive/Administrative/Managerial	8%	21%	13%	58%
▸ 5% of the persons in this position category were 60 years of age or older				
Faculty				
• 16 full-time faculty were hired	6%	37%	6%	50%
• None was promoted	0	0	0	0
• Fall 1985: 207 positions were reported filled in Faculty	-231%	261%	11%	59%
▸ 9% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 25 positions were reported filled in Professional/Non-Faculty	20%	48%	12%	20%
▸ 16% of the persons in this position category were 60 years of age or older				
College-Wide				
• 46 full-time persons were hired	15%	39%	11%	35%
• 11 were promoted	27%	55%	9%	9%
• Fall 1985: 460 positions were reported filled college-wide	12%	33%	13%	42%

▸ Reported in the two lowest salary ranges were:
58% of all females and, of these, 31% were minority females.
25% of all males and, of these, 44% were minority males.

▸ 38% of all full-time females employed by the college were in the secretarial/clerical position category, 29% of these were filled by minority females

▸ 16% of all full-time males employed by the college were in the service/maintenance position category, 41% of these were filled by minority males

▸ In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $5,019 or 27%

▸ In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 64%

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AASTFHPS/STFHPS                         C H A N C E L L O R ' S   O F F I C E                        12/03/86
                              C A L I F O R N I A   C O M M U N I T Y   C O L L E G E S              17:19:44
                                        S T A F F   D A T A   S Y S T E M
CHABOT-HAYWARD
                                              FULL TIME EMPLOYEES
                  1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

  POSITION                TOTAL                   NON - HISPANIC                   ASIAN/PAC.                  AMER IND/
  CATEGORY                POSI-  TOTAL  TOTAL      WHITE         BLACK        HISPANIC      ISLANDER      FILIPINO     AL NATIVE
                          TIONS  MALES FEMALES      M      F      M      F      M      F      M      F      M      F      M      F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS        11      6      5      6      4             1
  1983-85 NEW HIRES           4      2      2      2      1             1
  1983-85 PROMOTIONS          1             1             1
  1985 REPORTED STAFF        38     27     11     22      8      1      2      3                    1      1

FACULTY
  1983-85 SEPARATIONS        99     57     42     53     35             3      3      2      1      2
  1983-85 NEW HIRES          16      9      7      8      6      1      1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF       207    144     63    122     51      7      3      8      7      6      2      1

PROF/NON-FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF        25      8     17      5     12      1      4      1             1      1

SECTY/CLERICAL
  1983-85 SEPARATIONS        26      3     23      1     16      1      3      1      2             1             1
  1983-85 NEW HIRES          14      1     13             8             1      1      2             2
  1983-85 PROMOTIONS          5             5             3                           2
  1985 REPORTED STAFF        85      5     80      1     57      2      2      1     13             7      1                    1

TECH/PARAPROF
  1983-85 SEPARATIONS        15      6      9      5      7                    1      1             1
  1983-85 NEW HIRES           4      1      3      1      3
  1983-85 PROMOTIONS          4      1      3      1      2                           1
  1985 REPORTED STAFF        47     16     31     13     22      2      1      1      6             1             1

SKILLED CRAFTS
  1983-85 SEPARATIONS         2      2             2
  1983-85 NEW HIRES           3      3             2                           1
  1983-85 PROMOTIONS          1      1                                         1
  1985 REPORTED STAFF        11     11             4                           7

SERVICE/MAINT
  1983-85 SEPARATIONS        24     21      3     13      2      2      1      4                           1             1
  1983-85 NEW HIRES           5      5             3             1                                         1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF        47     41      6     24      2      4      2      5      1      2      1      3             3

GRAND TOTAL
  1983-85 SEPARATIONS       177     95     82     80     64      3      8      9      5      1      4      1      1      1
  1983-85 NEW HIRES          46     21     25     16     18      2      3      2      2             2      1
  1983-85 PROMOTIONS         11      2      9      1      6                    1      3
  1985 REPORTED STAFF       460    252    208    191    152     17     14     26     27      9     13      6      1      3      1
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CHABOT-HAYWARD

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE				1	1			1					3	40,584	121,752
MINORITY MALE				1		2	2						5	45,216	226,080
WHITE FEMALE					4	3		1					8	42,600	340,800
WHITE MALE				1	1	5	12	2	1				22	48,734	1,072,152
TOTAL				3	6	10	14	4	1				38	46,336	1,760,734
FACULTY															
MINORITY FEMALE			1	3	8								12	34,935	419,220
MINORITY MALE				6	14	2							22	36,020	792,432
WHITE FEMALE			3	11	27	9	1						51	35,947	1,833,292
WHITE MALE			1	18	85	15	3						122	37,518	4,577,153
TOTAL			5	38	134	26	4						207	36,822	7,622,097
PROF/NON-FACULTY															
MINORITY FEMALE					4	1							5	35,457	177,286
MINORITY MALE					1	2							3	39,428	118,284
WHITE FEMALE				4	8								12	35,611	427,330
WHITE MALE					5								5	37,150	185,748
TOTAL				4	18	3							25	36,346	908,648
SECTY/CLERICAL															
MINORITY FEMALE		14	9										23	18,445	424,227
MINORITY MALE		3	1										4	18,180	72,720
WHITE FEMALE		34	23										57	18,679	1,064,686
WHITE MALE			1										1	21,972	21,972
TOTAL		51	34										85	18,631	1,583,605
TECH/PARAPROF															
MINORITY FEMALE		7	2										9	18,972	170,744
MINORITY MALE			2	1									3	22,916	68,748
WHITE FEMALE		17	5										22	18,460	406,126
WHITE MALE		1	9	2	1								13	23,791	309,283
TOTAL		25	18	3	1								47	20,317	954,906
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			4	3									7	25,025	175,176
WHITE FEMALE															
WHITE MALE		1		3									4	26,178	104,712
TOTAL		1	4	6									11	25,444	279,888
SERVICE/MAINT															
MINORITY FEMALE			4										4	20,928	83,712
MINORITY MALE		2	15										17	20,671	351,408
WHITE FEMALE		1	1										2	19,184	38,367
WHITE MALE		4	18	2									24	21,041	504,972
TOTAL		7	38	2									47	20,818	978,459
GRAND TOTAL															
MINORITY FEMALE		21	16	4	13	1		1					56	24,945	1,396,941
MINORITY MALE		5	22	11	15	6	2						61	29,588	1,804,848
WHITE FEMALE		52	32	15	39	12	1	1					152	27,043	4,110,601
WHITE MALE		6	29	26	92	20	15	2	1				191	35,476	6,775,997
TOTAL		84	99	56	159	39	18	4	1				460	30,627	14,088,387

CHABOT-HAYWARD

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE			1	1		1							3	7.80	38.0
MINORITY MALE					3	1	1						5	13.10	44.6
WHITE FEMALE					4	2		2					8	21.00	47.1
WHITE MALE				3	5	4	2	6	2				22	57.80	48.9
TOTAL			1	4	12	8	3	8	2				38	99.70	47.1
FACULTY															
MINORITY FEMALE			1	4	4	1	2						12	5.70	41.7
MINORITY MALE			4	3	6	6	3						22	10.60	42.6
WHITE FEMALE		1	3	5	6	14	13	5	3	1			51	24.60	47.9
WHITE MALE			2	12	18	28	22	26	10	4			122	58.90	49.9
TOTAL		1	10	24	34	49	40	31	13	5			207	99.80	48.2
PROF/NON-FACULTY															
MINORITY FEMALE				2	1	2							5	20.00	42.6
MINORITY MALE				1			1			1			3	12.00	51.7
WHITE FEMALE			1	1	1	1	3	3	1	1			12	48.00	51.4
WHITE MALE				2				2	1				5	20.00	49.2
TOTAL			1	6	2	3	4	5	2	2			25	100.00	49.2
SECTY/CLERICAL															
MINORITY FEMALE	2	1	3	5	6	3	1	2					23	27.00	40.1
MINORITY MALE	1						2		1				4	4.70	45.3
WHITE FEMALE	2	6	5	10	6	3	13	6	6				57	67.00	44.4
WHITE MALE			1										1	1.10	32.0
TOTAL	5	7	9	15	12	6	16	8	7				85	99.80	43.2
TECH/PARAPROF															
MINORITY FEMALE		1		1	1	2	4						9	19.10	45.3
MINORITY MALE	1	1	1										3	6.30	26.3
WHITE FEMALE	1	3	1	2	3	7	2	1	1	1			22	46.80	43.5
WHITE MALE		3	4	2		1	1	1	1				13	27.60	38.0
TOTAL	2	8	6	5	4	10	7	2	2	1			47	99.80	41.3
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1	2			2	1	1				7	63.60	46.4
WHITE FEMALE															
WHITE MALE		1		1					2				4	36.30	45.5
TOTAL		1	1	3			2	1	3				11	99.90	46.1
SERVICE/MAINT															
MINORITY FEMALE					1	1		2					4	8.50	50.3
MINORITY MALE		6	2		1	3	1	2	2				17	36.10	41.4
WHITE FEMALE		1						1					2	4.20	43.5
WHITE MALE	1	5	2	5	2	2	3	4					24	51.00	40.1
TOTAL	1	12	4	5	4	6	4	9	2				47	99.80	41.6
GRAND TOTAL															
MINORITY FEMALE	2	2	5	13	13	10	7	4					56	12.10	42.1
MINORITY MALE	2	7	8	6	10	10	10	3	4	1			61	13.20	42.8
WHITE FEMALE	3	11	10	18	20	27	31	18	11	3			152	33.00	46.1
WHITE MALE	1	9	9	25	25	35	28	39	16	4			191	41.50	47.6
TOTAL	8	29	32	62	68	82	76	64	31	8			460	99.80	45.8

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 1 full-time person was hired	0	100%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 8 positions were reported filled in Executive/Administrative/Managerial	25%	37%	0	37%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 19 full-time faculty were hired	11%	53%	16%	21%
• None was promoted	0	0	0	0
• Fall 1985: 179 positions were reported filled in Faculty	5%	40%	8%	47%
▸ 8% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 6 full-time persons were hired	0	67%	0	33%
• 6 were promoted	50%	33%	0	17%
• Fall 1985: 37 positions were reported filled in Professional/Non-Faculty	16%	46%	14%	24%
▸ 3% of the persons in this position category were 60 years of age or older				
College-Wide				
• 64 full-time persons were hired	14%	58%	5%	23%
• 13 were promoted	38%	54%	0	8%
• Fall 1985: 363 positions were reported filled college-wide	11%	44%	11%	34%

- Reported in the two lowest salary ranges were:
  - 44% of all females and, of these, 24% were minority females.
  - 26% of all males and, of these, 45% were minority males.
- 31% of all full-time females employed by the college were in the secretarial/clerical position category; 27% of these were filled by minority females.
- 12% of all full-time males employed by the college were in the service/maintenance position category; 58% of these were filled by minority males.
- In the technical/paraprofessional position category, the mean salary of all females exceeded the mean salary of all males by $764 or 5%.
- In the skilled crafts position category, white males filled 88% of the positions.

AASTFHPS/STFHPS

CHANCELLOR'S OFFICE
CALIFORNIA COMMUNITY COLLEGES
STAFF DATA SYSTEM

12/03/86
17:19:44

CHAFFEY COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	7	4	3		1	2	1	2			1				
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	8	3	5	3	3				2						
FACULTY															
1983-85 SEPARATIONS	33	21	12	19	12			2							
1983-85 NEW HIRES	19	7	12	4	10	2		1			2				
1983-85 PROMOTIONS															
1985 REPORTED STAFF	179	98	81	84	72	5	3	7	1	2	3		2		
PROF/NON-FACULTY															
1983-85 SEPARATIONS	14	7	7	4	5	2	1	1			1				
1983-85 NEW HIRES	6	2	4	2	4										
1983-85 PROMOTIONS	6	1	5	1	2		3								
1985 REPORTED STAFF	37	14	23	9	17	1	2	2	3		1	1		1	
SECTY/CLERICAL															
1983-85 SEPARATIONS	27	2	25	1	19				4	1					2
1983-85 NEW HIRES	21		21		16		1		4						
1983-85 PROMOTIONS	5		5		3				2						
1985 REPORTED STAFF	64	2	62	1	45		2	1	10		5				
TECH/PARAPROF															
1983-85 SEPARATIONS	18	7	11	4	8		1	1	1	2	1				
1983-85 NEW HIRES	11	5	6	5	5				1						
1983-85 PROMOTIONS	2		2		2										
1985 REPORTED STAFF	38	20	18	12	14	1	2	6	2			1			
SKILLED CRAFTS															
1983-85 SEPARATIONS	2	2		2											
1983-85 NEW HIRES	3	3		3											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	8	7	1	7	1										
SERVICE/MAINT															
1983-85 SEPARATIONS	17	10	7	4	3	1	3	4		1	1				
1983-85 NEW HIRES	3	1	2	1	1		1								
1983-85 PROMOTIONS															
1985 REPORTED STAFF	29	19	10	8	9	1		10	1						
GRAND TOTAL															
1983-85 SEPARATIONS	118	53	65	34	48	5	6	10	5	4	4				2
1983-85 NEW HIRES	64	18	46	15	37	2	2	1	5		2				
1983-85 PROMOTIONS	13	1	12	1	7		3		2						
1985 REPORTED STAFF	363	163	200	124	161	8	9	26	19	2	9	2	2	1	

CHAFFEY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -25000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE					1	1							2	41,502	83,004
MINORITY MALE															
WHITE FEMALE					2	1							3	39,843	119,533
WHITE MALE							3						3	49,359	148,075
TOTAL					3	2	3						8	43,827	350,612
FACULTY															
MINORITY FEMALE			1	2	6								9	33,143	298,285
MINORITY MALE				7	6	1							14	33,258	465,612
WHITE FEMALE	1		5	24	41	1							72	33,126	2,385,057
WHITE MALE			1	19	63	1							84	35,127	2,950,634
TOTAL	1		7	52	116	3							179	34,076	6,099,588
PROF/NON-FACULTY															
MINORITY FEMALE			2	2	1	1							6	30,899	185,396
MINORITY MALE		1	1	1	1	1							5	30,372	151,861
WHITE FEMALE		5	4	3	4	1							17	26,793	455,478
WHITE MALE			1	3	1	3	1						9	37,142	334,281
TOTAL		6	8	9	7	6	1						37	30,460	1,127,016
SECTY/CLERICAL															
MINORITY FEMALE	3	14											17	14,509	246,645
MINORITY MALE		1											1	13,427	13,427
WHITE FEMALE	4	36	5										45	15,316	689,230
WHITE MALE		1											1	14,550	14,550
TOTAL	7	52	5										64	15,060	963,852
TECH/PARAPROF															
MINORITY FEMALE		3	1										4	17,437	69,749
MINORITY MALE		7	1										8	16,233	129,860
WHITE FEMALE		11	3										14	16,353	228,938
WHITE MALE		10	2										12	15,562	186,740
TOTAL		31	7										33	16,192	615,287
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE	1												1	8,847	8,847
WHITE MALE		4	3										7	17,766	124,361
TOTAL	1	4	3										8	16,651	133,208
SERVICE/MAINT															
MINORITY FEMALE		1											1	13,805	13,805
MINORITY MALE	1	9	1										11	15,582	171,406
WHITE FEMALE	6	3											9	11,298	101,635
WHITE MALE		8											8	14,875	119,000
TOTAL	7	21	1										29	13,996	405,895
GRAND TOTAL															
MINORITY FEMALE	3	18	4	4	8	2							39	22,997	896,884
MINORITY MALE	1	18	3	8	7	2							39	23,902	932,166
WHITE FEMALE	12	55	17	27	47	3							161	24,775	3,938,765
WHITE MALE		23	7	22	64	4	4						124	31,271	3,877,644
TOTAL	16	114	31	61	126	11	4						363	26,709	9,695,459

CHAFFEY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE						1	1						2	25.00	50.5
MINORITY MALE															
WHITE FEMALE			2	1									3	37.50	34.7
WHITE MALE				1		1	1						3	37.50	46.0
TOTAL			2	2		2	2						8	100.00	42.9
FACULTY															
MINORITY FEMALE				5	1		1	2					9	5.00	43.1
MINORITY MALE		1		4	2	3	3	1					14	7.80	44.4
WHITE FEMALE		2	9	11	12	6	15	9	8				72	40.20	46.6
WHITE MALE			3	12	16	19	11	16	6	1			84	46.90	48.3
TOTAL		3	12	32	31	28	30	28	14	1			179	99.90	47.0
PROF/NON-FACULTY															
MINORITY FEMALE				4	1	1							6	16.20	39.5
MINORITY MALE				4						1			5	13.50	42.2
WHITE FEMALE			2	3	4	3	3	2					17	45.90	44.4
WHITE MALE				1	3		2	3					9	24.30	48.8
TOTAL			2	12	8	4	5	5		1			37	99.90	44.4
SECTY/CLERICAL															
MINORITY FEMALE		3	3	5	3			2	1				17	26.50	38.7
MINORITY MALE			1										1	1.50	34.0
WHITE FEMALE	2	1	7	10	6	7	4	4	3		1		45	70.30	42.9
WHITE MALE								1					1	1.50	59.0
TOTAL	2	4	11	15	9	7	4	7	4		1		64	99.80	41.9
TECH/PARAPROF															
MINORITY FEMALE				1	1	1		1					4	10.50	46.3
MINORITY MALE		4	1	2				1					8	21.00	34.3
WHITE FEMALE				4	4	2	1	1	1	1			14	36.80	45.9
WHITE MALE		1	4	3	2		1			1			12	31.50	38.4
TOTAL		5	5	10	7	3	2	3	1	2			38	99.80	41.1
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE									1				1	12.50	62.0
WHITE MALE			1	1	1	2	1	1					7	87.50	44.7
TOTAL			1	1	1	2	1	1	1				8	100.00	46.9
SERVICE/MAINT															
MINORITY FEMALE					1								1	3.40	41.0
MINORITY MALE		1		1		1	2	5	1				11	37.90	51.7
WHITE FEMALE			1		1		2	3	2				9	31.00	52.7
WHITE MALE		1	1	2			1	2	1				8	27.50	45.6
TOTAL		2	2	3	2	1	5	10	4				29	99.80	50.0
GRAND TOTAL															
MINORITY FEMALE		3	3	15	7	3	2	5	1				39	10.70	41.3
MINORITY MALE		6	2	11	2	4	5	7	1	1			39	10.70	43.8
WHITE FEMALE	2	3	21	29	27	18	25	19	15	1	1		161	44.30	45.5
WHITE MALE		2	9	20	22	22	17	23	7	2			124	34.10	47.0
TOTAL	2	14	35	75	58	47	49	54	24	4	1		363	99.80	45.4

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	0	100%	0	0
• 1 was promoted	0	0	0	100%
• Fall 1985: 19 positions were reported filled in Executive/Administrative/Managerial	5%	37%	5%	53%
▸ 16% of the persons in this position category were 60 years of age or older.				
Faculty				
• 1 full-time faculty was hired	0	100%	0	0
• 1 was promoted	0	100%	0	0
• Fall 1985: 112 positions were reported filled in Faculty	5%	29%	4%	61%
▸ 16% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 4 full-time persons were hired	25%	75%	0	0
• 1 was promoted	0	100%	0	0
• Fall 1985: 17 positions were reported filled in Professional/Non-Faculty	12%	59%	6%	24%
▸ 12% of the persons in this position category were 60 years of age or older.				
College-Wide				
• 37 full-time persons were hired	8%	38%	22%	32%
• 17 were promoted	0	82%	0	18%
• Fall 1985: 262 positions were reported filled college-wide	5%	44%	9%	42%

- Reported in the two lowest salary ranges were:
  - 40% of all females and, of these, 10% were minority females
  - 18% of all males and, of these, 38% were minority males

- 36% of all full-time females employed by the college were in the secretarial/clerical position category; 6% of these were filled by minority females.

- 19% of all full-time males employed by the college were in the service/maintenance position category; 64% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $2,098 or 12%

- In the skilled crafts position category, white males filled 100% of the positions

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CITRUS COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	4	3	1	3	1										
1983-85 NEW HIRES	2		2		2										
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	19	11	8	10	7		1	1							
FACULTY															
1983-85 SEPARATIONS	14	8	6	7	5			1			1				
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	112	73	39	68	33	1	1	1	3	2	2			1	
PROF/NON-FACULTY															
1983-85 SEPARATIONS	1		1		1										
1983-85 NEW HIRES	4		4		3				1						
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	17	5	12	4	10			1	2						
SECTY/CLERICAL															
1983-85 SEPARATIONS	8		8		7				1						
1983-85 NEW HIRES	6		6		4				2						
1983-85 PROMOTIONS	10		10		10										
1985 REPORTED STAFF	47		47		44				3						
TECH/PARAPROF															
1983-85 SEPARATIONS	4	3	1	2	1	1									
1983-85 NEW HIRES	8	6	2	6	2										
1983-85 PROMOTIONS	3	1	2	1	2										
1985 REPORTED STAFF	29	12	17	12	16				1						
SKILLED CRAFTS															
1983-85 SEPARATIONS	4	2	2	2	2										
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	7	7		7											
SERVICE/MAINT															
1983-85 SEPARATIONS	8	7	1	1		1		4	1	1					
1983-85 NEW HIRES	15	13	2	5	2			7		1					
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	31	25	6	9	5	3		13	1						
GRAND TOTAL															
1983-85 SEPARATIONS	43	23	20	15	17	2		5	2	1	1				
1983-85 NEW HIRES	37	20	17	12	14			7	3	1					
1983-85 PROMOTIONS	17	3	14	3	14										
1985 REPORTED STAFF	262	133	129	110	115	4	2	16	10	2	2			1	

CITRUS COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE				1									1	28,824	28,824
MINORITY MALE								1					1	57,912	57,912
WHITE FEMALE			1	1	4			1					7	37,384	261,690
WHITE MALE				1	4	1	1	2		1			10	46,326	463,264
TOTAL			1	3	8	1	1	4		1			19	42,721	811,690
FACULTY															
MINORITY FEMALE				2	3	1							6	35,768	214,610
MINORITY MALE					3	2							5	38,565	192,824
WHITE FEMALE		1		7	18	7							33	35,830	1,182,374
WHITE MALE	1			6	32	26	3						68	38,368	2,609,004
TOTAL	1	1		15	56	36	3						112	37,489	4,195,512
PROF/NON-FACULTY															
MINORITY FEMALE		1		1									2	22,265	44,529
MINORITY MALE						1							1	41,470	41,470
WHITE FEMALE	2	4		2	1	1							10	21,943	219,432
WHITE MALE					1	3							4	41,705	166,820
TOTAL	2	5		3	2	5							17	27,779	472,251
SECTY/CLERICAL															
MINORITY FEMALE		3											3	14,932	44,797
MINORITY MALE															
WHITE FEMALE	2	22	18	2									44	18,415	810,276
WHITE MALE															
TOTAL	2	25	18	2									47	18,193	855,073
TECH/PARAPROF															
MINORITY FEMALE			1										1	19,536	19,536
MINORITY MALE															
WHITE FEMALE	1	10	5										16	17,055	272,877
WHITE MALE		6	6										12	19,299	231,583
TOTAL	1	16	12										29	18,069	523,996
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE		3	3	1									7	21,021	147,144
TOTAL		3	3	1									7	21,021	147,144
SERVICE/MAINT															
MINORITY FEMALE		1											1	16,836	16,836
MINORITY MALE		9	7										16	17,834	285,348
WHITE FEMALE		5											5	14,464	72,320
WHITE MALE		5	4										9	17,851	160,656
TOTAL		20	11										31	17,263	535,160
GRAND TOTAL															
MINORITY FEMALE		5	1	4	3	1							14	26,367	369,132
MINORITY MALE		9	7		3	3		1					23	25,111	577,554
WHITE FEMALE	5	42	24	12	23	8		1					115	24,513	2,818,969
WHITE MALE	1	14	13	8	37	30	4	2		1			110	34,350	3,778,471
TOTAL	6	70	45	24	66	42	4	4		1			262	28,794	7,544,126

CITRUS COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE			1										1	5.20	31.0
MINORITY MALE								1					1	5.20	55.0
WHITE FEMALE				3	1		2	1					7	36.80	45.4
WHITE MALE				1	2	1	3		2	1			10	52.60	50.8
TOTAL			1	4	3	1	5	2	2	1			19	99.80	48.0
FACULTY															
MINORITY FEMALE				1	1		1	1	2				6	5.30	51.7
MINORITY MALE				1	1				1	2			5	4.40	54.4
WHITE FEMALE			2	1	7	4	13	2	4				33	29.40	49.3
WHITE MALE			1	5	10	15	13	15	8	1			68	60.70	50.5
TOTAL			3	8	19	19	27	18	15	3			112	99.80	50.4
PROF/NON-FACULTY															
MINORITY FEMALE				1				1					2	11.70	46.0
MINORITY MALE						1							1	5.80	49.0
WHITE FEMALE			2	2	1	1	1	1	2				10	58.80	45.1
WHITE MALE					1	1	2						4	23.50	47.8
TOTAL			2	3	2	3	3	2	2				17	99.80	46.1
SECTY/CLERICAL															
MINORITY FEMALE		1		1	1								3	6.30	35.0
MINORITY MALE															
WHITE FEMALE	1	1		3	5	8	9	13	3	1			44	93.60	50.0
WHITE MALE															
TOTAL	1	2		4	6	8	9	13	3	1			47	99.90	49.1
TECH/PARAPROF															
MINORITY FEMALE			1										1	3.40	30.0
MINORITY MALE															
WHITE FEMALE		3	2	3	1	1	2	2	2				16	55.10	42.3
WHITE MALE	1	2	3	2	3	1							12	41.30	34.5
TOTAL	1	5	6	5	4	2	2	2	2				29	99.80	38.7
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE		2	1	2		1			1				7	100.00	38.3
TOTAL		2	1	2		1			1				7	100.00	38.3
SERVICE/MAINT															
MINORITY FEMALE				1									1	3.20	36.0
MINORITY MALE	2	4	2	1	1	1	1	2	1	1			16	51.60	40.4
WHITE FEMALE	2				1			1	1				5	16.10	41.4
WHITE MALE		1	1	5			2						9	29.00	38.8
TOTAL	4	5	3	7	2	1	3	3	2	1			31	99.90	40.0
GRAND TOTAL															
MINORITY FEMALE		1	2	4	2		1	2	2				14	5.30	43.1
MINORITY MALE	2	4	2	2	2	2	1	3	2	3			23	8.70	44.5
WHITE FEMALE	3	4	6	12	16	14	27	20	12	1			115	43.80	47.7
WHITE MALE	1	5	6	15	16	19	20	15	11	2			110	41.90	47.0
TOTAL	6	14	16	33	36	35	49	40	27	6			262	99.70	46.9

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 4 full-time persons were hired	0	25%	50%	25%
• 7 were promoted	0	43%	0	57%
• Fall 1985: 20 positions were reported filled in Executive/Administrative/Managerial	0	35%	10%	55%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 4 full-time faculty were hired	0	50%	0	50%
• None was promoted	0	0	0	0
• Fall 1985: 32 positions were reported filled in Faculty	0	66%	6%	28%
▸ 16% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 4 full-time persons were hired	0	75%	25%	0
• 6 were promoted	0	83%	0	17%
• Fall 1985: 16 positions were reported filled in Professional/Non-Faculty	0	87%	6%	6%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 38 full-time persons were hired	5%	68%	8%	18%
• 32 were promoted	3%	62%	0	34%
• Fall 1985: 139 positions were reported filled college-wide	3%	65%	5%	27%

- Reported in the two lowest salary ranges were:
  58% of all females and, of these, 5% were minority females
  43% of all males and, of these, 16% were minority males

- 44% of all full-time females employed by the college were in the secretarial/clerical position category; 7% of these were filled by minority females

- 25% of all full-time males employed by the college were in the service/maintenance position category; 9% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $1,074 or 4%

- In the skilled crafts position category, white males filled 33% of the positions

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COASTLINE COMMUNITY CLG

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	6	5	1	4	1			1							
1983-85 NEW HIRES	4	3	1	1	1			2							
1983-85 PROMOTIONS	7	4	3	4	3										
1985 REPORTED STAFF	20	13	7	11	7			2							
FACULTY															
1983-85 SEPARATIONS	6	2	4	2	4										
1983-85 NEW HIRES	4	2	2	2	2										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	32	11	21	9	21					1		1			
PROF/NON-FACULTY															
1983-85 SEPARATIONS	2		2		2										
1983-85 NEW HIRES	4	1	3		3					1					
1983-85 PROMOTIONS	6	1	5	1	5										
1985 REPORTED STAFF	16	2	14	1	14					1					
SECTY/CLERICAL															
1983-85 SEPARATIONS	11		11		11										
1983-85 NEW HIRES	17		17		15						1		1		
1983-85 PROMOTIONS	11	1	10	1	10										
1985 REPORTED STAFF	43	1	42	1	39				1		1		1		
TECH/PARAPROF															
1983-85 SEPARATIONS	3		3		3										
1983-85 NEW HIRES	6	1	5	1	5										
1983-85 PROMOTIONS	5	2	3	2	2				1						
1985 REPORTED STAFF	14	5	9	4	8				1	1					
SKILLED CRAFTS															
1983-85 SEPARATIONS	2	1	1	1	1										
1983-85 NEW HIRES															
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	3	1	2	1	2										
SERVICE/MAINT															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES	3	3		3											
1983-85 PROMOTIONS	2	2		2											
1985 REPORTED STAFF	11	11		10				1							
GRAND TOTAL															
1983-85 SEPARATIONS	31	9	22	8	22			1							
1983-85 NEW HIRES	38	10	28	7	26			2		1	1		1		
1983-85 PROMOTIONS	32	11	21	11	20				1						
1985 REPORTED STAFF	139	44	95	37	91			3	2	3	1	1	1		

COASTLINE COMMUNITY CLG

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE					1					1			2	51,817	103,633
WHITE FEMALE					1	2	1	1	2				7	52,663	368,643
WHITE MALE				1		1	3	4	2				11	53,586	589,442
TOTAL				1	2	3	4	5	4	1			20	53,086	1,061,718
FACULTY															
MINORITY FEMALE															
MINORITY MALE				1	1								2	34,463	68,925
WHITE FEMALE			3	3	14	1							21	33,679	707,251
WHITE MALE			2		3	4							9	36,714	330,433
TOTAL			5	4	18	5							32	34,581	1,106,606
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE			1										1	21,456	21,456
WHITE FEMALE			5	7	2								14	27,009	378,130
WHITE MALE			1										1	25,924	25,924
TOTAL			7	7	2								16	26,594	425,510
SECTY/CLERICAL															
MINORITY FEMALE		2	1										3	18,576	55,729
MINORITY MALE															
WHITE FEMALE		12	26	1									39	20,533	800,669
WHITE MALE				1									1	30,216	30,216
TOTAL		14	27	2									43	20,619	886,614
TECH/PARAPROF															
MINORITY FEMALE				1									1	28,056	28,056
MINORITY MALE		1											1	18,960	18,960
WHITE FEMALE		1	4	3									8	24,038	192,301
WHITE MALE			2	2									4	27,208	108,831
TOTAL		2	6	6									14	24,868	348,148
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1		1								2	28,287	56,573
WHITE MALE			1										1	24,252	24,252
TOTAL			2		1								3	26,942	80,825
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE			1										1	21,456	21,456
WHITE FEMALE															
WHITE MALE		2	8										10	22,046	220,463
TOTAL		2	9										11	21,993	241,919
GRAND TOTAL															
MINORITY FEMALE		2	1	1									4	20,946	83,785
MINORITY MALE		1	2	1	2					1			7	33,490	234,430
WHITE FEMALE		13	39	14	18	3	1	1	2				91	27,512	2,503,567
WHITE MALE		2	14	4	3	5	3	4	2				37	35,934	1,329,558
TOTAL		18	56	20	23	8	4	5	4	1			139	29,866	4,151,340

COASTLINE COMMUNITY CLG

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE					2								2	10.00	42.5
WHITE FEMALE				2	2	1	1	1					7	35.00	45.6
WHITE MALE				2	4	4	1						11	55.00	44.0
TOTAL				4	8	5	2	1					20	100.00	44.4
FACULTY															
MINORITY FEMALE															
MINORITY MALE				1	1								2	6.20	39.5
WHITE FEMALE		1	2	4	4	1	4	1	4				21	65.60	46.0
WHITE MALE		1	1		3	1	1	1	1				9	28.10	45.3
TOTAL		2	3	5	8	2	5	2	5				32	99.90	45.4
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE		1											1	6.20	29.0
WHITE FEMALE		1	2	5	3	1	2						14	87.50	39.1
WHITE MALE				1									1	6.20	35.0
TOTAL		2	2	6	3	1	2						16	99.90	38.3
SECTY/CLERICAL															
MINORITY FEMALE		1	1	1									3	6.90	32.3
MINORITY MALE															
WHITE FEMALE	3	1	4	3	8	8	7	4	1				39	90.60	43.3
WHITE MALE								1					1	2.30	57.0
TOTAL	3	2	5	4	8	8	7	5	1				43	99.80	42.9
TECH/PARAPROF															
MINORITY FEMALE		1											1	7.10	29.0
MINORITY MALE									1				1	7.10	64.0
WHITE FEMALE		3	1		1		1	1	1				8	57.10	41.3
WHITE MALE		1	1	1				1					4	28.50	39.5
TOTAL		5	2	1	1		1	2	2				14	99.80	41.5
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1					1					2	66.60	44.5
WHITE MALE										1			1	33.30	65.0
TOTAL			1					1		1			3	99.90	51.3
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE			1										1	9.00	33.0
WHITE FEMALE															
WHITE MALE		1	1	1	1	2	2		2				10	90.90	45.6
TOTAL		1	2	1	1	2	2		2				11	99.90	44.5
GRAND TOTAL															
MINORITY FEMALE		2	1	1									4	2.80	31.5
MINORITY MALE		1	1	1	3				1				7	5.00	41.4
WHITE FEMALE	3	6	10	14	18	11	15	8	6				91	65.40	43.3
WHITE MALE		3	3	5	8	7	4	3	3	1			37	26.60	44.9
TOTAL	3	12	15	21	29	18	19	11	10	1			139	99.80	43.3

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

Executive/Administrative/Managerial

	Minority Female	White Female	Minority Male	White Male
• No full-time person was hired	0	0	0	0
• 2 were promoted	0	0	0	100%
• Fall 1985: 6 positions were reported filled in Executive/Administrative/Managerial	0	0	0	100%

- 17% of the persons in this position category were 60 years of age or older

Faculty

	Minority Female	White Female	Minority Male	White Male
• 6 full-time faculty were hired	0	17%	0	83%
• None was promoted	0	0	0	0
• Fall 1985: 30 positions were reported filled in Faculty	0	13%	0	87%

- 3% of the persons in this position category were 60 years of age or older

Professional/Non-Faculty

	Minority Female	White Female	Minority Male	White Male
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 5 positions were reported filled in Professional/Non-Faculty	0	60%	0	40%

- None of the persons in this position category was 60 years of age or older

College-Wide

	Minority Female	White Female	Minority Male	White Male
• 8 full-time persons were hired	0	13%	0	87%
• 4 were promoted	0	25%	25%	50%
• Fall 1985: 61 positions were reported filled college-wide	0	38%	2%	61%

- Reported in the two lowest salary ranges were:
  48% of all females and, of these, none is minority female
  11% of all males and, of these, 25% were minority males
- 43% of all full-time females employed by the college were in the secretarial/clerical position category; none of these is filled by minority females
- In the technical/paraprofessional position category, the mean salary of all females exceeded the mean salary of all males by $4,501 or 27%

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AASTFHPS/STFHPS                                 C H A N C E L L O R ' S    O F F I C E                                       12/03/86
                                      C A L I F O R N I A   C O M M U N I T Y   C O L L E G E S                              17:19:44
                                                  S T A F F   D A T A   S Y S T E M
COLUMBIA COLLEGE
                                                         FULL TIME EMPLOYEES
                        1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

    POSITION              TOTAL                           NON - HISPANIC                         ASIAN/PAC.                   AMER IND/
    CATEGORY              POSI-  TOTAL  TOTAL          WHITE         BLACK        HISPANIC      ISLANDER       FILIPINO     AL NATIVE
                          TIONS  MALES FEMALES        M      F      M      F      M       F     M       F     M       F      M     F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS          1      1                1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS           2      2                2
  1985 REPORTED STAFF          6      6                6

FACULTY
  1983-85 SEPARATIONS         15     10       5       10      5
  1983-85 NEW HIRES            6      5       1        5      1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         30     26       4       26      4

PROF/NON-FACULTY
  1983-85 SEPARATIONS          2      1       1        1      1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF          5      2       3        2      3

SECTY/CLERICAL
  1983-85 SEPARATIONS          4              4               4
  1983-85 NEW HIRES
  1983-85 PROMOTIONS           1              1               1
  1985 REPORTED STAFF         10             10              10

TECH/PARAPROF
  1983-85 SEPARATIONS          5      2       3        2      3
  1983-85 NEW HIRES            2      2                2
  1983-85 PROMOTIONS           1      1                              1
  1985 REPORTED STAFF         10      4       6        3      6      1

SKILLED CRAFTS
  1983-85 SEPARATIONS          1              1               1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

SERVICE/MAINT
  1983-85 SEPARATIONS          2      1       1        1      1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

GRAND TOTAL
  1983-85 SEPARATIONS         30     15      15       15     15
  1983-85 NEW HIRES            8      7       1        7      1
  1983-85 PROMOTIONS           4      3       1        2      1      1
  1985 REPORTED STAFF         61     38      23       37     23      1
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COLUMBIA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE					2	1	2	1					6	47,850	287,099
TOTAL					2	1	2	1					6	47,850	287,099
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				3	1								4	31,094	124,374
WHITE MALE			3	8	15								26	32,353	841,297
TOTAL			3	11	16								30	32,139	965,671
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			2		1								3	26,621	79,863
WHITE MALE				1	1								2	33,707	67,414
TOTAL			2	1	2								5	29,455	147,277
SECTY/CLERICAL															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		7	3										10	17,040	170,397
WHITE MALE															
TOTAL		7	3										10	17,040	170,397
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE		1											1	14,666	14,666
WHITE FEMALE		4	2										6	16,915	101,487
WHITE MALE	2	1											3	11,663	34,990
TOTAL	2	6	2										10	15,114	151,143
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
GRAND TOTAL															
MINORITY FEMALE															
MINORITY MALE		1											1	14,666	14,666
WHITE FEMALE		11	7	3	2								23	20,701	476,121
WHITE MALE	2	1	3	9	18	1	2	1					37	33,265	1,230,800
TOTAL	2	13	10	12	20	1	2	1					61	28,223	1,721,587

COLUMBIA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE				1	1		2	1	1				6	100.00	51.5
TOTAL				1	1		2	1	1				6	100.00	51.5
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				2	2								4	13.30	39.3
WHITE MALE			2	3	4	9	4	3	1				26	86.60	46.4
TOTAL			2	5	6	9	4	3	1				30	99.90	45.4
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				1		1	1						3	60.00	44.3
WHITE MALE				1				1					2	40.00	48.5
TOTAL				2		1	1	1					5	100.00	46.0
SECTY/CLERICAL															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				3	2	3		2					10	100.00	45.2
WHITE MALE															
TOTAL				3	2	3		2					10	100.00	45.2
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE						1							1	10.00	48.0
WHITE FEMALE			1	1	1	1	1	1					6	60.00	43.7
WHITE MALE				1	1				1				3	30.00	45.3
TOTAL			1	2	2	2	1	1	1				10	100.00	44.6
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
GRAND TOTAL															
MINORITY FEMALE															
MINORITY MALE						1							1	1.60	48.0
WHITE FEMALE			1	7	5	5	2	3					23	37.70	43.7
WHITE MALE			2	6	6	9	6	5	3				37	60.60	47.2
TOTAL			3	13	11	15	8	8	3				61	99.90	45.9

Compton Community College

Compton Community College District

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	0	0	50%	50%
• 2 were promoted	50%	0	50%	0
• Fall 1985: 16 positions were reported filled in Executive/Administrative/Managerial	19%	13%	50%	19%
▸ 13% of the persons in this position category were 60 years of age or older				
Faculty				
• 8 full-time faculty were hired	37%	13%	37%	13%
• None was promoted	0	0	0	0
• Fall 1985: 65 positions were reported filled in Faculty	22%	11%	29%	38%
▸ 11% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	0	100%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 15 positions were reported filled in Professional/Non-Faculty	53%	0	20%	27%
▸ 7% of the persons in this position category were 60 years of age or older				
College-Wide				
• 27 full-time persons were hired	30%	11%	41%	19%
• 6 were promoted	67%	17%	17%	0
• Fall 1985: 177 positions were reported filled college-wide	31%	13%	32%	24%

- Reported in the two lowest salary ranges were:
  - 46% of all females and, of these, 69% were minority females
  - 25% of all males and, of these, 80% were minority males
- 42% of all full-time females employed by the college were in the secretarial/clerical position category; 67% of these were filled by minority females.
- 21% of all full-time males employed by the college were in the service/maintenance position category; 86% of these were filled by minority males
- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $3,280 or 20%
- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 40%

AASTFHPS/STFHPS

CHANCELLOR'S OFFICE
CALIFORNIA COMMUNITY COLLEGES
STAFF DATA SYSTEM

12/03/86
17:19:44

COMPTON COMMUNITY COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE		NON - HISPANIC BLACK		HISPANIC		ASIAN/PAC. ISLANDER		FILIPINO		AMER IND/ AL NATIVE	
				M	F	M	F	M	F	M	F	M	F	M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	6	4	2		1	1	1	3							
1983-85 NEW HIRES	2	2		1		1									
1983-85 PROMOTIONS	2	1	1			1	1								
1985 REPORTED STAFF	16	11	5	3	2	8	2		1						
FACULTY															
1983-85 SEPARATIONS	13	9	4	6	3		1	2		1					
1983-85 NEW HIRES	8	4	4	1	1	3	2		1						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	65	44	21	25	7	16	11	2	2	1	1				
PROF/NON-FACULTY															
1983-85 SEPARATIONS	2	1	1		1							1			
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	15	7	8	4		2	8	1							
SECTY/CLERICAL															
1983-85 SEPARATIONS	10	2	8		1	1	5	1	1		1				
1983-85 NEW HIRES	4		4		1		3								
1983-85 PROMOTIONS	3		3		1		2								
1985 REPORTED STAFF	36	3	33	1	11	1	18		3			1	1		
TECH/PARAPROF															
1983-85 SEPARATIONS	6	2	4		1	1	2	1			1				
1983-85 NEW HIRES	2	1	1			1	1								
1983-85 PROMOTIONS															
1985 REPORTED STAFF	16	8	8	3	3	2	4	1		2	1				
SKILLED CRAFTS															
1983-85 SEPARATIONS	3	3		3											
1983-85 NEW HIRES	2	2		2											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	5	5		3				1		1					
SERVICE/MAINT															
1983-85 SEPARATIONS	6	5	1	1		4	1								
1983-85 NEW HIRES	8	7	1	1		6	1								
1983-85 PROMOTIONS	1		1				1								
1985 REPORTED STAFF	24	21	3	3		13	3	5							
GRAND TOTAL															
1983-85 SEPARATIONS	46	26	20	10	7	7	10	7	1	1	2	1			
1983-85 NEW HIRES	27	16	11	5	3	11	7		1						
1983-85 PROMOTIONS	6	1	5		1	1	4								
1985 REPORTED STAFF	177	99	78	42	23	42	46	10	6	4	2	1	1		

COMPTON COMMUNITY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE					2	1							3	36,605	109,814
MINORITY MALE				1	1	4	1		1				8	44,431	355,444
WHITE FEMALE				1		1							2	38,907	77,813
WHITE MALE				1	1	1							3	36,521	109,563
TOTAL				3	4	7	1		1				16	40,790	652,634
FACULTY															
MINORITY FEMALE			3	11									14	29,109	407,523
MINORITY MALE			4	12	3								19	30,200	573,795
WHITE FEMALE			1	4	2								7	30,321	212,247
WHITE MALE			3	13	9								25	30,730	768,249
TOTAL			11	40	14								65	30,182	1,961,814
PROF/NON-FACULTY															
MINORITY FEMALE			2	5	1								8	28,041	224,325
MINORITY MALE			2	1									3	24,326	72,979
WHITE FEMALE															
WHITE MALE				3	1								4	32,278	129,113
TOTAL			4	9	2								15	28,428	426,417
SECTY/CLERICAL															
MINORITY FEMALE	1	19	2										22	15,735	346,180
MINORITY MALE		2											2	16,399	32,798
WHITE FEMALE	1	8	2										11	16,286	179,144
WHITE MALE			1										1	20,279	20,279
TOTAL	2	29	5										36	16,067	578,401
TECH/PARAPROF															
MINORITY FEMALE		3	2										5	17,080	85,398
MINORITY MALE		2	3										5	20,421	102,107
WHITE FEMALE		2	1										3	15,789	47,368
WHITE MALE		1	2										3	18,967	56,901
TOTAL		8	8										16	18,236	291,774
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			2										2	20,332	40,663
WHITE FEMALE															
WHITE MALE		1	1	1									3	21,643	64,929
TOTAL		1	3	1									5	21,118	105,592
SERVICE/MAINT															
MINORITY FEMALE		2	1										3	17,858	53,575
MINORITY MALE		16	2										18	15,874	285,739
WHITE FEMALE															
WHITE MALE		3											3	14,421	43,263
TOTAL		21	3										24	15,941	382,577
GRAND TOTAL															
MINORITY FEMALE	1	24	10	16	3	1							55	22,306	1,226,815
MINORITY MALE		20	13	14	4	4	1		1				57	25,676	1,463,525
WHITE FEMALE	1	10	4	5	2	1							23	22,460	516,572
WHITE MALE		5	7	18	11	1							42	28,388	1,192,297
TOTAL	2	59	34	53	20	7	1		1				177	24,854	4,399,209

COMPTON COMMUNITY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE			1	1		1							3	18.70	37.7
MINORITY MALE				2	4	1	1						8	50.00	42.5
WHITE FEMALE									2				2	12.50	60.5
WHITE MALE						1	1	1					3	18.70	50.7
TOTAL			1	3	4	3	2	1	2				16	99.90	45.4
FACULTY															
MINORITY FEMALE			1		4	2	1	4	2				14	21.50	49.9
MINORITY MALE				3	5	9	1	1					19	29.20	44.9
WHITE FEMALE					1	1	3		2				7	10.70	52.7
WHITE MALE			1	4	4	5	3	5	3				25	38.40	48.4
TOTAL			2	7	14	17	8	10	7				65	99.80	48.2
PROF/NON-FACULTY															
MINORITY FEMALE			4		1		1	1	1				8	53.30	42.4
MINORITY MALE				1		1	1						3	20.00	46.0
WHITE FEMALE															
WHITE MALE			1		1	1		1					4	26.60	45.8
TOTAL			5	1	2	2	2	2	1				15	99.90	44.0
SECTY/CLERICAL															
MINORITY FEMALE	1	1	4	7	3	4	2						22	61.10	38.9
MINORITY MALE							2						2	5.50	51.0
WHITE FEMALE			1				1	3	6				11	30.50	57.0
WHITE MALE								1					1	2.70	59.0
TOTAL	1	1	5	7	3	4	5	4	6				36	99.80	45.7
TECH/PARAPROF															
MINORITY FEMALE			1	1	2				1				5	31.20	42.0
MINORITY MALE		3		1	1								5	31.20	32.2
WHITE FEMALE					1	1	1						3	18.70	47.0
WHITE MALE			1	1	1								3	18.70	38.3
TOTAL		3	2	3	5	1	1		1				16	99.80	39.2
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				1					1				2	40.00	51.0
WHITE FEMALE															
WHITE MALE					1			1	1				3	60.00	55.3
TOTAL				1	1			1	2				5	100.00	53.6
SERVICE/MAINT															
MINORITY FEMALE				1		2							3	12.50	44.0
MINORITY MALE	1	1	5	4	4			2	1				18	75.00	38.8
WHITE FEMALE															
WHITE MALE		1							2				3	12.50	49.7
TOTAL	1	2	5	5	4	2		2	3				24	100.00	40.8
GRAND TOTAL															
MINORITY FEMALE	1	1	11	10	10	9	4	5	4				55	31.00	42.7
MINORITY MALE	1	4	5	12	14	11	5	3	2				57	32.20	42.0
WHITE FEMALE			1		2	2	5	3	10				23	12.90	54.7
WHITE MALE		1	3	5	7	7	4	9	6				42	23.70	48.5
TOTAL	2	6	20	27	33	29	18	20	22				177	99.80	45.4

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 3 full-time persons were hired	0	33%	67%	0
• None was promoted	0	0	0	0
• Fall 1985: 17 positions were reported filled in Executive/Administrative/Managerial	6%	18%	29%	47%
▸ 6% of the persons in this position category were 60 years of age or older				
Faculty				
• 5 full-time faculty were hired	20%	20%	20%	40%
• None was promoted	0	0	0	0
• Fall 1985: 98 positions were reported filled in Faculty	12%	22%	18%	47%
▸ 11% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 13 positions were reported filled in Professional/Non-Faculty	15%	15%	46%	23%
▸ 15% of the persons in this position category were 60 years of age or older				
College-Wide				
• 15 full-time persons were hired	13%	33%	40%	13%
• None was promoted	0	0	0	0
• Fall 1985: 217 positions were reported filled college-wide	17%	27%	24%	33%

▸ Reported in the two lowest salary ranges were:
18% of all females and, of these, 35% were minority females
7% of all males and, of these, 100% were minority males

▸ 37% of all full-time females employed by the college were in the secretarial/clerical position category; 37% of these were filled by minority females

▸ 22% of all full-time males employed by the college were in the service/maintenance position category; 70% of these were filled by minority males

▸ In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $3,648 or 16%

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AASTFHPS/STFHPS                               C H A N C E L L O R ' S   O F F I C E                                   12/03/86
                                      C A L I F O R N I A   C O M M U N I T Y   C O L L E G E S                       17:19:44
                                              S T A F F   D A T A   S Y S T E M
CONTRA COSTA COLLEGE
                                                          FULL TIME EMPLOYEES
                         1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

   POSITION                TOTAL                       NON - HISPANIC                       ASIAN/PAC.                   AMER IND/
   CATEGORY                POSI- TOTAL   TOTAL      WHITE         BLACK       HISPANIC       ISLANDER      FILIPINO      AL NATIVE
                           TIONS MALES FEMALES      M      F      M      F      M      F      M      F      M      F      M      F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS          4     2       2      2      2
  1983-85 NEW HIRES            3     2       1             1      2
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         17    13       4      8      3      4      1      1

FACULTY
  1983-85 SEPARATIONS         24    14      10     11      9      1      1      1             1
  1983-85 NEW HIRES            5     3       2      2      1                                   1      1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         98    64      34     46     22     10      6      4      1      3      5                    1

PROF/NON-FACULTY
  1983-85 SEPARATIONS          1             1             1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         13     9       4      3      2      4      1      1      1      1

SECTY/CLERICAL
  1983-85 SEPARATIONS          5     1       4             2             1      1                    1
  1983-85 NEW HIRES            4             4             3             1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         36     1      35            22             9             3      1      1

TECH/PARAPROF
  1983-85 SEPARATIONS          2     2              1                                          1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         20     8      12      6      5      1      5             2      1

SKILLED CRAFTS
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

SERVICE/MAINT
  1983-85 SEPARATIONS          7     6       1      3             1      1      2
  1983-85 NEW HIRES            3     3                            3
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         33    27       6      8      4     12      1      6      1      1

GRAND TOTAL
  1983-85 SEPARATIONS         43    25      18     17     14      2      3      4             2      1
  1983-85 NEW HIRES           15     8       7      2      5      5      1                    1      1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF        217   122      95     71     58     31     23     12      8      7      6                    1
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CONTRA COSTA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE							1						1	53,124	53,124
MINORITY MALE				2		1		1		1			5	46,116	230,580
WHITE FEMALE					2					1			3.	47,052	141,156
WHITE MALE					1	4	2			1			8	47,675	381,396
TOTAL				2	3	5	3	1		3			17	47,427	806,256
FACULTY															
MINORITY FEMALE				2	4	6							12	37,789	453,468
MINORITY MALE			1	1	5	11							18	38,842	699,156
WHITE FEMALE				4	9	9							22	37,651	828,324
WHITE MALE				4	14	28							46	39,515	1,817,688
TOTAL			1	11	32	54							98	38,762	3,798,636
PROF/NON-FACULTY															
MINORITY FEMALE			2										2	20,028	40,055
MINORITY MALE		1				5							6	37,790	226,740
WHITE FEMALE			1			1							2	33,486	66,972
WHITE MALE				1		2							3	37,636	112,908
TOTAL		1	3	1		8							13	34,360	446,675
SECTY/CLERICAL															
MINORITY FEMALE		3	9	1									13	21,182	275,361
MINORITY MALE		1											1	15,928	15,928
WHITE FEMALE		7	14	1									22	20,586	452,901
WHITE MALE															
TOTAL		11	23	2									36	20,672	744,190
TECH/PARAPROF															
MINORITY FEMALE		1	5		1								7	23,178	162,243
MINORITY MALE		1	1										2	20,422	40,843
WHITE FEMALE		2	2	1									5	20,895	104,475
WHITE MALE			4	1		1							6	27,692	166,149
TOTAL		4	12	2	1	1							20	23,686	473,710
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE		2											2	15,313	30,625
MINORITY MALE	1	5	11	1	1								19	20,948	398,011
WHITE FEMALE		2		2									4	22,237	88,948
WHITE MALE			4	3	1								8	26,238	209,900
TOTAL	1	9	15	6	2								33	22,045	727,484
GRAND TOTAL															
MINORITY FEMALE		6	16	3	5	6	1						37	27,429	1,014,876
MINORITY MALE	1	8	13	4	6	17		1		1			51	31,593	1,611,258
WHITE FEMALE		11	17	8	11	10				1			58	29,013	1,682,776
WHITE MALE			8	9	16	35	2			1			71	37,860	2,688,041
TOTAL	1	25	54	24	38	68	3	1		3			217	32,244	6,996,951

CONTRA COSTA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE							1						1	5.80	51.0
MINORITY MALE				2	1			2					5	29.40	45.2
WHITE FEMALE			1	1		1							3	17.60	39.3
WHITE MALE				1	2	1	2	1	1				8	47.00	48.8
TOTAL			1	4	3	2	3	3	1				17	99.80	46.2
FACULTY															
MINORITY FEMALE		1		2	1	3	3	1	1				12	12.20	47.5
MINORITY MALE			3	1	1	4	6	2	1				18	18.30	46.6
WHITE FEMALE				5	2	4	4	4	3				22	22.40	49.4
WHITE MALE		1	2		7	8	7	15	5	1			46	46.90	51.3
TOTAL		2	5	8	11	19	20	22	10	1			98	99.80	49.5
PROF/NON-FACULTY															
MINORITY FEMALE			1	1									2	15.30	33.5
MINORITY MALE					1		3	1		1			6	46.10	52.8
WHITE FEMALE							1	1					2	15.30	55.0
WHITE MALE				1				1	1				3	23.00	51.3
TOTAL			1	2	1		4	3	1	1			13	99.70	49.8
SECTY/CLERICAL															
MINORITY FEMALE		1	1	2	5	1	1	1	1				13	36.10	42.8
MINORITY MALE						1							1	2.70	45.0
WHITE FEMALE		1	3	4	2	5		5	2				22	61.10	45.6
WHITE MALE															
TOTAL		2	4	6	7	7	1	6	3				36	99.90	44.6
TECH/PARAPROF															
MINORITY FEMALE		1	1	1	1		2		1				7	35.00	43.4
MINORITY MALE					1		1						2	10.00	47.0
WHITE FEMALE					2	1		2					5	25.00	48.0
WHITE MALE	1		1			1	2		1				6	30.00	45.0
TOTAL	1	1	2	1	4	2	5	2	2				20	100.00	45.4
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE								1	1				2	6.00	58.5
MINORITY MALE	1	3	3	1	2		2	4	3				19	57.50	43.8
WHITE FEMALE		1	2			1							4	12.10	33.5
WHITE MALE		1	2	1	2		1	1					8	24.20	40.9
TOTAL	1	5	7	2	4	1	3	6	4				33	99.80	42.7
GRAND TOTAL															
MINORITY FEMALE		3	3	6	7	4	7	3	4				37	17.00	45.0
MINORITY MALE	1	3	6	4	6	5	12	9	4	1			51	23.50	46.1
WHITE FEMALE		2	6	10	6	12	5	12	5				58	26.70	46.4
WHITE MALE	1	2	5	3	11	10	12	18	8	1			71	32.70	49.3
TOTAL	2	10	20	23	30	31	36	42	21	2			217	99.90	47.0

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 3 full-time persons were hired	0%	33%	0	67%
• 3 were promoted	67%	0	0	33%
• Fall 1985: 16 positions were reported filled in Executive/Administrative/Managerial	6%	13%	19%	62%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 10 full-time faculty were hired	0	30%	10	60%
• None was promoted	0	0	0	0
• Fall 1985: 93 positions were reported filled in Faculty	4%	19%	12%	65%
▸ 11% of the persons in this position category were 60 years of age or older.				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 12 positions were reported filled in Professional/Non-Faculty	8%	58%	25%	8%
▸ 8% of the persons in this position category were 60 years of age or older.				
College-Wide				
• 25 full-time persons were hired	0	40%	16%	44%
• 8 were promoted	25%	37%	25%	13%
• Fall 1985: 200 positions were reported filled college-wide.	7%	33%	14%	45%

- Reported in the two lowest salary ranges were:
  62% of all females and, of these, 14% were minority females.
  27% of all males and, of these, 31% were minority males.
- 46% of all full-time females employed by the college were in the secretarial/clerical position category; 14% of these were filled by minority females.
- 17% of all full-time males employed by the college were in the service/maintenance position category; 35% of these were filled by minority males.
- In the technical/paraprofessional position category, the mean salary of all females exceeded the mean salary of all males by $2,088 or 9%.

AASTFHPS/STFHPS

CHANCELLOR'S OFFICE
CALIFORNIA COMMUNITY COLLEGES
STAFF DATA SYSTEM

12/03/86
17:19:44

COSUMNES RIVER COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	5	5		3		1		1							
1983-85 NEW HIRES	3	2	1	2	1										
1983-85 PROMOTIONS	3	1	2	1					2						
1985 REPORTED STAFF	16	13	3	10	2	1			1	1				1	
FACULTY															
1983-85 SEPARATIONS	18	12	6	10	5	1	1			1					
1983-85 NEW HIRES	10	7	3	6	3									1	
1983-85 PROMOTIONS															
1985 REPORTED STAFF	93	71	22	60	18	4	3	2		4	1			1	
PROF/NON-FACULTY															
1983-85 SEPARATIONS	1		1		1										
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	12	4	8	1	7	1	1	2							
SECTY/CLERICAL															
1983-85 SEPARATIONS	6		6		4				1		1				
1983-85 NEW HIRES	6	2	4		4			1		1					
1983-85 PROMOTIONS	3		3		3										
1985 REPORTED STAFF	41	4	37	2	32			1	1	1	4				
TECH/PARAPROF															
1983-85 SEPARATIONS	2	2		2											
1983-85 NEW HIRES	5	3	2	2	2	1									
1983-85 PROMOTIONS															
1985 REPORTED STAFF	13	7	6	5	3	1				1	3				
SKILLED CRAFTS															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
SERVICE/MAINT															
1983-85 SEPARATIONS	7	7		4				1		1				1	
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS	2	2						2							
1985 REPORTED STAFF	25	20	5	13	5	4		3							
GRAND TOTAL															
1983-85 SEPARATIONS	40	27	13	20	10	2	1	2	1	2	1			1	
1983-85 NEW HIRES	25	15	10	11	10	1		1		1				1	
1983-85 PROMOTIONS	8	3	5	1	3			2	2						
1985 REPORTED STAFF	200	119	81	91	67	11	4	8	2	7	8			2	

COSUMNES RIVER COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE						1							1	45,748	45,748
MINORITY MALE							1	2					3	52,833	158,499
WHITE FEMALE						1	1						2	45,171	90,342
WHITE MALE					1	2	5	2					10	49,190	491,900
TOTAL					1	4	7	4					16	49,156	786,489
FACULTY															
MINORITY FEMALE			1	2	1								4	30,800	123,199
MINORITY MALE			1	2	8								11	35,095	386,041
WHITE FEMALE		2	3	3	10								18	31,722	571,001
WHITE MALE			5	12	43								60	34,969	2,098,126
TOTAL		2	10	19	62								93	34,176	3,178,367
PROF/NON-FACULTY															
MINORITY FEMALE					1								1	34,749	34,749
MINORITY MALE					3								3	39,579	118,737
WHITE FEMALE			1	2	4								7	34,188	239,318
WHITE MALE						1							1	41,561	41,561
TOTAL			1	2	8	1							12	36,197	434,365
SECTY/CLERICAL															
MINORITY FEMALE		1	3		1								5	22,964	114,820
MINORITY MALE		2											2	13,744	27,488
WHITE FEMALE		22	8	2									32	19,057	609,810
WHITE MALE		1			1								2	25,950	51,899
TOTAL		26	11	2	2								41	19,610	804,017
TECH/PARAPROF															
MINORITY FEMALE			2	1									3	24,127	72,382
MINORITY MALE			2										2	20,937	41,874
WHITE FEMALE		2		1									3	20,928	62,783
WHITE MALE		2	2	1									5	20,241	101,204
TOTAL		4	6	3									13	21,403	278,243
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		1	4	2									7	23,111	161,774
WHITE FEMALE		3	2										5	19,175	95,875
WHITE MALE		2	10	1									13	21,318	277,130
TOTAL		6	16	3									25	21,391	534,779
GRAND TOTAL															
MINORITY FEMALE		1	6	3	3	1							14	27,921	390,898
MINORITY MALE		3	7	4	11		1	2					28	31,943	894,413
WHITE FEMALE		29	14	8	14	1	1						67	24,912	1,669,129
WHITE MALE		5	17	14	45	3	5	2					91	33,646	3,061,820
TOTAL		38	44	29	73	5	7	4					200	30,081	6,016,260

COSUMNES RIVER COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE						1							1	6.20	48.0
MINORITY MALE						1	1	1					3	18.70	52.0
WHITE FEMALE				1	1								2	12.50	40.0
WHITE MALE				1	2	4	2	1					10	62.50	47.3
TOTAL				2	3	6	3	2					16	99.90	47.3
FACULTY															
MINORITY FEMALE			1	1	1	1							4	4.30	40.0
MINORITY MALE			1	2	1	4	1	1		1			11	11.80	46.1
WHITE FEMALE			2	3	5	1	4	1	1	1			18	19.30	45.3
WHITE MALE		2	2	5	11	9	13	11	7				60	64.50	48.7
TOTAL		2	6	11	18	15	18	13	8	2			93	99.90	47.3
PROF/NON-FACULTY															
MINORITY FEMALE				1									1	8.30	37.0
MINORITY MALE						1	2						3	25.00	51.0
WHITE FEMALE			1	1	2	2	1						7	58.30	42.7
WHITE MALE									1				1	8.30	60.0
TOTAL			1	2	2	3	3		1				12	99.90	45.8
SECTY/CLERICAL															
MINORITY FEMALE			1	2	1			1					5	12.10	40.8
MINORITY MALE	1			1									2	4.80	29.5
WHITE FEMALE		1	2	5	7	5	4	7	1				32	78.00	46.3
WHITE MALE						1			1				2	4.80	54.5
TOTAL	1	1	3	8	8	6	4	8	2				41	99.70	45.2
TECH/PARAPROF															
MINORITY FEMALE				3									3	23.00	35.7
MINORITY MALE			2										2	15.30	30.0
WHITE FEMALE				3									3	23.00	37.3
WHITE MALE	1	1				1		2					5	38.40	42.2
TOTAL	1	1	2	6		1		2					13	99.70	37.7
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE				4	1		2						7	28.00	42.0
WHITE FEMALE		1	1	2			1						5	20.00	38.0
WHITE MALE			2	1	2	1	5	1	1				13	52.00	47.5
TOTAL		1	3	7	3	1	8	1	1				25	100.00	44.1
GRAND TOTAL															
MINORITY FEMALE			2	7	2	2		1					14	7.00	39.7
MINORITY MALE	1		3	7	2	6	6	2		1			28	14.00	43.9
WHITE FEMALE		2	6	15	15	8	10	8	2	1			67	33.50	44.5
WHITE MALE	1	3	4	7	15	16	20	15	10				91	45.50	48.3
TOTAL	2	5	15	36	34	32	36	26	12	2			200	100.00	45.8

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 3 full-time persons were hired	0	33%	0	67%
• None was promoted	0	0	0	0
• Fall 1985: 5 positions were reported filled in Executive/Administrative/Managerial	0	40%	0	60%
▸ 20% of the persons in this position category were 60 years of age or older				
Faculty				
• 2 full-time faculty were hired	0	100%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 47 positions were reported filled in Faculty	6%	21%	11%	62%
▸ 17% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	100%	0	0	0
• 1 was promoted	0	0	100%	0
• Fall 1985: 6 positions were reported filled in Professional/Non-Faculty	17%	33%	17%	33%
▸ 17% of the persons in this position category were 60 years of age or older				
College-Wide				
• 26 full-time persons were hired	12%	46%	4%	38%
• 7 were promoted	0	43%	14%	43%
• Fall 1985: 111 positions were reported filled college-wide	7%	33%	11%	49%

- Reported in the two lowest salary ranges were:
  49% of all females and, of these, 14% were minority females
  33% of all males and, of these, 27% were minority males

- 51% of all full-time females employed by the college were in the secretarial/clerical position category; 17% of these were filled by minority females

- 26% of all full-time males employed by the college were in the service/maintenance position category; 35% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $2,057 or 13%

- In the skilled crafts position category, white males filled 100% of the positions

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CRAFTON HILLS COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	3	3		3											
1983-85 NEW HIRES	3	2	1	2	1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	5	3	2	3	2										
FACULTY															
1983-85 SEPARATIONS	15	8	7	6	7			1						1	
1983-85 NEW HIRES	2		2		2										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	47	34	13	29	10	1		1	1	1	1	1		1	1
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES	1		1						1						
1983-85 PROMOTIONS	1	1						1							
1985 REPORTED STAFF	6	3	3	2	2			1	1						
SECTY/CLERICAL															
1983-85 SEPARATIONS	9		9		7		1		1						
1983-85 NEW HIRES	10		10		8				2						
1983-85 PROMOTIONS	3		3		3										
1985 REPORTED STAFF	23		23		19		1		3						
TECH/PARAPROF															
1983-85 SEPARATIONS	3		3		3										
1983-85 NEW HIRES	2	1	1	1	1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	7	5	2	5	2										
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	4	4		4											
SERVICE/MAINT															
1983-85 SEPARATIONS	8	8		6		1						1			
1983-85 NEW HIRES	8	8		7		1									
1983-85 PROMOTIONS	3	3		3											
1985 REPORTED STAFF	19	17	2	11	2	1		4						1	
GRAND TOTAL															
1983-85 SEPARATIONS	38	19	19	15	17	1	1	1	1			1		1	
1983-85 NEW HIRES	26	11	15	10	12	1			3						
1983-85 PROMOTIONS	7	4	3	3	3			1							
1985 REPORTED STAFF	111	66	45	54	37	2	1	6	5	1	1	1		2	1

CRAFTON HILLS COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				1			1						2	42,120	84,240
WHITE MALE							2	1					3	54,263	162,788
TOTAL				1			3	1					5	49,406	247,028
FACULTY															
MINORITY FEMALE					3								3	36,128	108,385
MINORITY MALE			1	2	2								5	31,853	159,263
WHITE FEMALE			1	7	2								10	30,308	303,076
WHITE MALE		1	1	10	17								29	33,108	960,135
TOTAL		1	3	19	24								47	32,571	1,530,859
PROF/NON-FACULTY															
MINORITY FEMALE			1										1	21,160	21,160
MINORITY MALE				1									1	26,766	26,766
WHITE FEMALE					2								2	35,924	71,847
WHITE MALE						2							2	42,858	85,715
TOTAL			1	1	2	2							6	34,248	205,488
SECTY/CLERICAL															
MINORITY FEMALE	1	2	1										4	14,736	58,944
MINORITY MALE															
WHITE FEMALE	1	14	3	1									19	17,006	323,107
WHITE MALE															
TOTAL	2	16	4	1									23	16,611	382,051
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		2											2	15,549	31,098
WHITE MALE		4	1										5	17,606	88,030
TOTAL		6	1										7	17,018	119,128
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE		1	2	1									4	21,902	87,606
TOTAL		1	2	1									4	21,902	87,606
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		6											6	16,217	97,300
WHITE FEMALE	1	1											2	13,395	26,790
WHITE MALE	1	9	1										11	16,026	176,235
TOTAL	2	16	1										19	15,809	300,375
GRAND TOTAL															
MINORITY FEMALE	1	2	2		3								8	23,561	188,489
MINORITY MALE		6	1	3	2								12	23,611	283,329
WHITE FEMALE	2	17	4	9	4		1						37	22,707	840,158
WHITE MALE	1	15	5	11	17	2	2	1					54	28,899	1,560,559
TOTAL	4	40	12	23	26	2	3	1					111	25,879	2,872,535

CRAFTON HILLS COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE						1		1					2	40.00	52.0
WHITE MALE						1		1		1			3	60.00	56.7
TOTAL						2		2		1			5	100.00	54.8
FACULTY															
MINORITY FEMALE				1		2							3	6.30	43.7
MINORITY MALE					1	4							5	10.60	45.8
WHITE FEMALE		1	2	3	1		2	1					10	21.20	41.1
WHITE MALE		1	2	2	7	4	3	2	6	2			29	61.70	49.2
TOTAL		2	4	6	9	10	5	3	6	2			47	99.80	46.7
PROF/NON-FACULTY															
MINORITY FEMALE						1							1	16.60	49.0
MINORITY MALE					1								1	16.60	43.0
WHITE FEMALE				1				1					2	33.30	45.5
WHITE MALE							1		1				2	33.30	57.0
TOTAL				1	1	1	1	1	1				6	99.80	49.5
SECTY/CLERICAL															
MINORITY FEMALE	1				1	2							4	17.30	40.8
MINORITY MALE															
WHITE FEMALE			5	1	4	4	1	2	1	1			19	82.60	44.3
WHITE MALE															
TOTAL	1		5	1	5	6	1	2	1	1			23	99.90	43.7
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				1			1						2	28.50	44.5
WHITE MALE			3	1		1							5	71.40	36.4
TOTAL			3	2		1	1						7	99.90	38.7
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE					2	2							4	100.00	45.5
TOTAL					2	2							4	100.00	45.5
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE	1		1	1	1	1	1						6	31.50	37.5
WHITE FEMALE				1	1								2	10.50	38.5
WHITE MALE	2	2		4	1		2						11	57.80	35.2
TOTAL	3	2	1	6	3	1	3						19	99.80	36.3
GRAND TOTAL															
MINORITY FEMALE	1			1	1	5							8	7.20	42.9
MINORITY MALE	1		1	1	3	5	1						12	10.80	41.4
WHITE FEMALE		1	7	7	6	5	4	5	1	1			37	33.30	43.6
WHITE MALE	2	3	5	7	10	8	6	3	7	3			54	48.60	45.6
TOTAL	4	4	13	16	20	23	11	8	8	4			111	99.90	44.3

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	0	0	50%	50%
• None was promoted	0	0	0	0
• Fall 1985: 10 positions were reported filled in Executive/Administrative/Managerial	0	20%	20%	60%
▸ 10% of the persons in this position category were 60 years of age or older				
Faculty				
• 4 full-time faculty were hired	0	75%	0	25%
• None was promoted	0	0	0	0
• Fall 1985: 68 positions were reported filled in Faculty	4%	19%	3%	74%
▸ 10% of the persons in this position category were 60 years of age or older.				
Professional/Non-Faculty				
• 2 full-time persons were hired	0	100%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 20 positions were reported filled in Professional/Non-Faculty	5%	35%	20%	40%
▸ 15% of the persons in this position category were 60 years of age or older.				
College-Wide				
• 43 full-time persons were hired	5%	58%	9%	28%
• 4 were promoted	0	50%	0	50%
• Fall 1985: 181 positions were reported filled college-wide	3%	36%	8%	52%

- Reported in the two lowest salary ranges were:
  - 63% of all females and, of these, 4% were minority females
  - 23% of all males and, of these, 24% were minority males.

- 54% of all full-time females employed by the college were in the secretarial/clerical position category; 3% of these were filled by minority females

- 18% of all full-time males employed by the college were in the service/maintenance position category; 30% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $4,608 or 35%

- In the skilled crafts position category, white males filled 100% of the positions

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CUESTA COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE		BLACK		HISPANIC		ASIAN/PAC. ISLANDER		FILIPINO		AMER IND/AL NATIVE	
				M	F	M	F	M	F	M	F	M	F	M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	3	3		3											
1983-85 NEW HIRES	2	2		1		1									
1983-85 PROMOTIONS															
1985 REPORTED STAFF	10	8	2	6	2	1		1							
FACULTY															
1983-85 SEPARATIONS	5	3	2	3	2										
1983-85 NEW HIRES	4	1	3	1	3										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	68	52	16	50	13			1	2	1			1		
PROF/NON-FACULTY															
1983-85 SEPARATIONS	1		1		1										
1983-85 NEW HIRES	2		2		2										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	20	12	8	8	7	1		1	1	2					
SECTY/CLERICAL															
1983-85 SEPARATIONS	18	1	17		13			1	1		2				1
1983-85 NEW HIRES	17		17		15				1						1
1983-85 PROMOTIONS	2		2		2										
1985 REPORTED STAFF	40	1	39	1	38										1
TECH/PARAPROF															
1983-85 SEPARATIONS	6	4	2	4	2										
1983-85 NEW HIRES	6	3	3	3	3										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	10	7	3	7	2				1						
SKILLED CRAFTS															
1983-85 SEPARATIONS	4	4		4											
1983-85 NEW HIRES	4	4		4											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	9	9		9											
SERVICE/MAINT															
1983-85 SEPARATIONS	7	6	1	6	1										
1983-85 NEW HIRES	8	6	2	3	2			3							
1983-85 PROMOTIONS	2	2		2											
1985 REPORTED STAFF	24	20	4	14	4			6							
GRAND TOTAL															
1983-85 SEPARATIONS	44	21	23	20	19			1	1		2				1
1983-85 NEW HIRES	43	16	27	12	25	1		3	1						1
1983-85 PROMOTIONS	4	2	2	2	2										
1985 REPORTED STAFF	181	109	72	95	66	2		9	4	3			1		1

CUESTA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE							1		1				2	59,354	118,708
WHITE FEMALE						2							2	43,585	87,169
WHITE MALE						1	4	1					6	50,512	303,072
TOTAL						3	5	1	1				10	50,895	508,949
FACULTY															
MINORITY FEMALE			1	1	1								3	30,102	90,307
MINORITY MALE				1	1								2	32,824	65,647
WHITE FEMALE			1	3	9								13	34,348	446,520
WHITE MALE			1	4	41	4							50	36,874	1,843,676
TOTAL			3	9	52	4							68	35,973	2,446,150
PROF/NON-FACULTY															
MINORITY FEMALE						1							1	41,096	41,096
MINORITY MALE		1	1	1		1							4	28,116	112,465
WHITE FEMALE		1	1	4	1								7	27,909	195,360
WHITE MALE		1		3	2	2							8	32,096	256,770
TOTAL		3	2	8	3	4							20	30,285	605,691
SECTY/CLERICAL															
MINORITY FEMALE		1											1	15,828	15,828
MINORITY MALE															
WHITE FEMALE	3	33	2										38	15,391	584,864
WHITE MALE		1											1	17,407	17,407
TOTAL	3	35	2										40	15,452	618,099
TECH/PARAPROF															
MINORITY FEMALE	1												1	5,936	5,936
MINORITY MALE															
WHITE FEMALE		2											2	17,028	34,056
WHITE MALE	1	1	5										7	17,939	125,574
TOTAL	2	3	5										10	16,557	165,566
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE	1	1	7										9	19,565	176,087
TOTAL	1	1	7										9	19,565	176,087
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		5	1										6	16,587	99,524
WHITE FEMALE		4											4	15,097	60,387
WHITE MALE		13	1										14	16,923	236,924
TOTAL		22	2										24	16,535	396,835
GRAND TOTAL															
MINORITY FEMALE	1	1	1	1	1	1							6	25,528	153,167
MINORITY MALE		6	2	2	1	1	1		1				14	28,310	396,344
WHITE FEMALE	3	40	4	7	10	2							66	21,339	1,408,356
WHITE MALE	2	17	14	7	43	7	4	1					95	31,153	2,959,510
TOTAL	6	64	21	17	55	11	5	1	1				181	27,168	4,917,377

CUESTA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE						1			1				2	20.00	54.5
WHITE FEMALE					1	1							2	20.00	46.0
WHITE MALE				1	1		2	2					6	60.00	49.8
TOTAL				1	2	2	2	2	1				10	100.00	50.0
FACULTY															
MINORITY FEMALE								2	1				3	4.40	59.0
MINORITY MALE					1		1						2	2.90	47.0
WHITE FEMALE			1	3	3	2	2	1	1				13	19.10	45.5
WHITE MALE				3	12	15	7	8	4		1		50	73.50	49.4
TOTAL			1	6	16	17	10	11	6		1		68	99.90	49.0
PROF/NON-FACULTY															
MINORITY FEMALE							1						1	5.00	51.0
MINORITY MALE				1	2				1				4	20.00	46.3
WHITE FEMALE			1	1	2	1			2				7	35.00	46.0
WHITE MALE			2	1	1	1	1	2					8	40.00	44.4
TOTAL			3	3	5	2	2	2	3				20	100.00	45.7
SECTY/CLERICAL															
MINORITY FEMALE				1									1	2.50	37.0
MINORITY MALE															
WHITE FEMALE	3	2	2	7	9	2	7	4	2				38	95.00	42.6
WHITE MALE			1										1	2.50	34.0
TOTAL	3	2	3	8	9	2	7	4	2				40	100.00	42.2
TECH/PARAPROF															
MINORITY FEMALE						1							1	10.00	46.0
MINORITY MALE															
WHITE FEMALE				1		1							2	20.00	42.0
WHITE MALE	1			2	2	2							7	70.00	39.4
TOTAL	1			3	2	4							10	100.00	40.6
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE		1	1	3	3	1							9	100.00	38.3
TOTAL		1	1	3	3	1							9	100.00	38.3
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE	1		1		1	1	1	1					6	25.00	42.7
WHITE FEMALE	1	1				1			1				4	16.60	39.3
WHITE MALE	1	1		5			2	4		1			14	58.30	44.4
TOTAL	3	2	1	5	1	2	3	5	1	1			24	99.90	43.1
GRAND TOTAL															
MINORITY FEMALE				1		1	1	2	1				6	3.30	51.8
MINORITY MALE	1		1	1	4	2	2	1	2				14	7.70	46.0
WHITE FEMALE	4	3	4	12	15	8	9	5	6				66	36.40	43.4
WHITE MALE	2	2	4	15	19	19	12	16	4	1	1		95	52.40	46.3
TOTAL	7	5	9	29	38	30	24	24	13	1	1		181	99.80	45.4

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 4 positions were reported filled in Executive/Administrative/Managerial	25%	0	0	75%
▸ 25% of the persons in this position category were 60 years of age or older				
Faculty				
• 1 full-time faculty was hired	0	0	0	100%
• None was promoted	0	0	0	0
• Fall 1985: 30 positions were reported filled in Faculty	3%	13%	7%	77%
▸ 7% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 7 positions were reported filled in Professional/Non-Faculty	14%	43%	0	43%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 11 full-time persons were hired	9%	45%	0	45%
• 2 were promoted	50%	0	0	50%
• Fall 1985: 63 positions were reported filled college-wide	8%	30%	3%	59%

▸ Reported in the two lowest salary ranges were:
33% of all females and, of these, 13% were minority females.
10% of all males and, of these, 0% were minority males.

▸ 54% of all full-time females employed by the college were in the secretarial/clerical position category; 15% of these were filled by minority females

▸ 8% of all full-time males employed by the college were in the service/maintenance position category; none of these was filled by minority males

▸ In the skilled crafts position category, white males filled 100% of the positions.

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AASTFHPS/STFHPS                                    CHANCELLOR'S OFFICE                                        12/03/86
                                          CALIFORNIA COMMUNITY COLLEGES                                       17:19:44
                                                    STAFF DATA SYSTEM
CUYAMACA COLLEGE
                                                   FULL TIME EMPLOYEES
                          1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

    POSITION            TOTAL                               NON - HISPANIC                            ASIAN/PAC.                     AMER IND/
    CATEGORY            POSI-   TOTAL  TOTAL         WHITE            BLACK          HISPANIC          ISLANDER        FILIPINO      AL NATIVE
                        TIONS   MALES FEMALES        M      F         M      F        M      F          M      F       M      F       M      F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS       1               1               1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF       4       3       1        3                                                         1

FACULTY
  1983-85 SEPARATIONS       2       1       1        1      1
  1983-85 NEW HIRES         1       1                1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF      30      25       5       23      4                         2                        1

PROF/NON-FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF       7       3       4        3      3                                1

SECTY/CLERICAL
  1983-85 SEPARATIONS       5               5               5
  1983-85 NEW HIRES         6               6               5                                1
  1983-85 PROMOTIONS        1               1                                                1
  1985 REPORTED STAFF      14       1      13        1     11                                1                 1

TECH/PARAPROF
  1983-85 SEPARATIONS       1       1                1
  1983-85 NEW HIRES         1       1                1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF       3       3                3

SKILLED CRAFTS
  1983-85 SEPARATIONS
  1983-85 NEW HIRES         1       1                1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF       1       1                1

SERVICE/MAINT
  1983-85 SEPARATIONS       3       3                2                                1
  1983-85 NEW HIRES         2       2                2
  1983-85 PROMOTIONS        1       1                1
  1985 REPORTED STAFF       4       3       1        3      1

GRAND TOTAL
  1983-85 SEPARATIONS      12       5       7        4      7                         1
  1983-85 NEW HIRES        11       5       6        5      5                                1
  1983-85 PROMOTIONS        2       1       1        1                                       1
  1985 REPORTED STAFF      63      39      24       37     19                         2      2                 3
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CUYAMACA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE						1							1	42,934	42,934
MINORITY MALE															
WHITE FEMALE															
WHITE MALE				1			1		1				3	48,014	144,042
TOTAL				1		1	1		1				4	46,744	186,976
FACULTY															
MINORITY FEMALE					1								1	34,992	34,992
MINORITY MALE					2								2	34,227	68,454
WHITE FEMALE			1	1	2								4	30,714	122,854
WHITE MALE			1	8	14								23	33,352	767,088
TOTAL			2	9	19								30	33,113	993,388
PROF/NON-FACULTY															
MINORITY FEMALE					1								1	38,682	38,682
MINORITY MALE															
WHITE FEMALE					3								3	34,640	103,920
WHITE MALE					3								3	37,217	111,650
TOTAL					7								7	36,322	254,252
SECTY/CLERICAL															
MINORITY FEMALE		1	1										2	20,919	41,837
MINORITY MALE															
WHITE FEMALE	1	5	5										11	17,259	189,852
WHITE MALE				1									1	26,492	26,492
TOTAL	1	6	6	1									14	18,442	258,181
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE		1		2									3	24,912	74,736
TOTAL		1		2									3	24,912	74,736
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE		1											1	16,332	16,332
TOTAL		1											1	16,332	16,332
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		1											1	18,771	18,771
WHITE MALE		2	1										3	15,990	47,970
TOTAL		3	1										4	16,685	66,741
GRAND TOTAL															
MINORITY FEMALE		1	1		2	1							5	31,689	158,445
MINORITY MALE					2								2	34,227	68,454
WHITE FEMALE	1	6	6	1	5								19	22,916	435,397
WHITE MALE		4	2	12	17		1		1				37	32,116	1,188,310
TOTAL	1	11	9	13	26	1	1		1				63	29,375	1,850,606

CUYAMACA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE						1							1	25.00	49.0
MINORITY MALE															
WHITE FEMALE															
WHITE MALE				1		1			1				3	75.00	49.7
TOTAL				1		2			1				4	100.00	49.5
FACULTY															
MINORITY FEMALE					1								1	3.30	44.0
MINORITY MALE					2								2	6.60	41.0
WHITE FEMALE				1	1	1		1					4	13.30	44.8
WHITE MALE				5	3	3	9	1	1	1			23	76.60	48.2
TOTAL				6	7	4	9	2	1	1			30	99.80	47.1
PROF/NON-FACULTY															
MINORITY FEMALE				1									1	14.20	38.0
MINORITY MALE															
WHITE FEMALE				1	1	1							3	42.80	41.0
WHITE MALE					1	1		1					3	42.80	48.0
TOTAL				2	2	2		1					7	99.80	43.6
SECTY/CLERICAL															
MINORITY FEMALE			1		1								2	14.20	37.5
MINORITY MALE															
WHITE FEMALE			2	5		1	2	1					11	78.50	41.9
WHITE MALE				1									1	7.10	36.0
TOTAL			3	6	1	1	2	1					14	99.80	40.9
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE				2			1						3	100.00	42.7
TOTAL				2			1						3	100.00	42.7
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE				1									1	100.00	36.0
TOTAL				1									1	100.00	36.0
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1										1	25.00	33.0
WHITE MALE	1		1		1								3	75.00	31.3
TOTAL	1		2		1								4	100.00	31.8
GRAND TOTAL															
MINORITY FEMALE			1	1	2	1							5	7.90	41.2
MINORITY MALE					2								2	3.10	41.0
WHITE FEMALE			3	7	2	3	2	2					19	30.10	41.9
WHITE MALE	1		1	10	5	5	10	2	2	1			37	58.70	45.8
TOTAL	1		5	18	11	9	12	4	2	1			63	99.80	44.1

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 3 full-time persons were hired	67%	33%	0	0
• 5 were promoted	20%	60%	0	20%
• Fall 1985: 26 positions were reported filled in Executive/Administrative/Managerial	4%	35%	4%	58%
▸ 4% of the persons in this position category were 60 years of age or older				
Faculty				
• 19 full-time faculty were hired	11%	58%	0	32%
• None was promoted	0	0	0	0
• Fall 1985: 190 positions were reported filled in Faculty	6%	36%	2%	56%
▸ 9% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 17 positions were reported filled in Professional/Non-Faculty	6%	29%	12%	53%
▸ 23% of the persons in this position category were 60 years of age or older.				
College-Wide				
• 63 full-time persons were hired	27%	38%	11%	24%
• 21 were promoted	19%	52%	10%	19%
• Fall 1985: 390 positions were reported filled college-wide	7%	41%	7%	44%

- Reported in the two lowest salary ranges were:
  26% of all females and, of these, 16% were minority females.
  11% of all males and, of these, 30% were minority males.

- 36% of all full-time females employed by the college were in the secretarial/clerical position category; 16% of these were filled by minority females.

- 20% of all full-time males employed by the college were in the service/maintenance position category; 37% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $3,929 or 20%

- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 40%

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AASTFHPS/STFHPS                          C H A N C E L L O R ' S   O F F I C E                              12/03/86
                                  C A L I F O R N I A   C O M M U N I T Y   C O L L E G E S                 17:19:44
                                          S T A F F   D A T A   S Y S T E M
CYPRESS COLLEGE
                                                 FULL TIME EMPLOYEES
                      1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

    POSITION               TOTAL                      NON - HISPANIC                                ASIAN/PAC.                   AMER IND/
    CATEGORY               POSI-  TOTAL   TOTAL      WHITE          BLACK        HISPANIC         ISLANDER        FILIPINO       AL NATIVE
                           TIONS  MALES FEMALES      M      F      M      F      M      F      M      F      M      F      M      F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS          5      2       3      1      2                    1                                                1
  1983-85 NEW HIRES            3              3             1                                                                     2
  1983-85 PROMOTIONS           5      1       4      1      3                                         1
  1985 REPORTED STAFF         26     16      10     15      9      1                                  1

FACULTY
  1983-85 SEPARATIONS         53     25      28     24     26                                  1      2
  1983-85 NEW HIRES           19      6      13      6     11             1                           1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF        190    110      80    107     69      1      2             3             5                    2      1

PROF/NON-FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         17     11       6      9      5                    2      1

SECTY/CLERICAL
  1983-85 SEPARATIONS         18      3      15            13      1                           1                           1      2
  1983-85 NEW HIRES           20      2      18      1      9                           3             1                    1      5
  1983-85 PROMOTIONS          11             11             8                           3
  1985 REPORTED STAFF         73      5      68      1     57                    2      9             2                    2

TECH/PARAPROF
  1983-85 SEPARATIONS         10      4       6      4      4                           2
  1983-85 NEW HIRES            6      3       3      2      2                           1                                  1
  1983-85 PROMOTIONS           2      2              2
  1985 REPORTED STAFF         29     13      16     11     13                    2      3

SKILLED CRAFTS
  1983-85 SEPARATIONS          3      3              3
  1983-85 NEW HIRES
  1983-85 PROMOTIONS           3      3              1                           2
  1985 REPORTED STAFF          5      5              3                           2

_SERVICE/MAINT
  1983-85 SEPARATIONS         18     14       4      4      3      3      1      5                                         2
  1983-85 NEW HIRES           15     11       4      6      1             1      3                    1                    2      1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         50     41       9     26      7      2      1      7             3      1      2             1

GRAND TOTAL
  1983-85 SEPARATIONS        107     51      56     36     48      4      1      6      2      2      2                    3      3
  1983-85 NEW HIRES           63     22      41     15     24             2      3      4             3                    4      8
= 1983-85 PROMOTIONS          21      6      15      4     11                    2      3             1
  1985 REPORTED STAFF        390    201     189    172    160      4      3     15     16      3      9      2             5      1
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CYPRESS COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE								1					1	60,621	60,621
MINORITY MALE					1								1	34,928	34,928
WHITE FEMALE				3	3	2		1					9	36,765	330,886
WHITE MALE				1			7	5	1	1			15	54,808	822,124
TOTAL				4	4	2	7	7	1	1			26	48,022	1,248,559
FACULTY															
MINORITY FEMALE				2	9								11	35,130	386,426
MINORITY MALE				1	2								3	34,910	104,730
WHITE FEMALE		2	6	19	41		1						69	33,481	2,310,194
WHITE MALE			5	20	77	5							107	35,808	3,831,505
TOTAL		2	11	42	129	5	1						190	34,910	6,632,855
PROF/NON-FACULTY															
MINORITY FEMALE					1								1	36,011	36,011
MINORITY MALE						2							2	42,184	84,368
WHITE FEMALE			1	1	2	1							5	33,526	167,631
WHITE MALE					3	6							9	40,529	364,765
TOTAL			1	1	6	9							17	38,399	652,775
SECTY/CLERICAL															
MINORITY FEMALE		6	4	1									11	18,241	200,647
MINORITY MALE		2	2										4	18,693	74,770
WHITE FEMALE	1	28	27	1									57	19,266	1,098,180
WHITE MALE		1											1	13,596	13,596
TOTAL	1	37	33	2									73	19,003	1,387,193
TECH/PARAPROF															
MINORITY FEMALE			3										3	20,764	62,292
MINORITY MALE			1	1									2	25,228	50,456
WHITE FEMALE		5	8										13	19,396	252,143
WHITE MALE		2	6	3									11	23,282	256,098
TOTAL		7	18	4									29	21,413	620,989
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE		1		1									2	23,166	46,332
WHITE FEMALE															
WHITE MALE			1	2									3	27,349	82,046
TOTAL		1	1	3									5	25,676	128,378
SERVICE/MAINT															
MINORITY FEMALE		2											2	17,514	35,028
MINORITY MALE		4	11										15	20,580	308,704
WHITE FEMALE	2	4	1										7	14,983	104,881
WHITE MALE		13	12	1									26	19,736	513,128
TOTAL	2	23	24	1									50	19,235	961,741
GRAND TOTAL															
MINORITY FEMALE		8	7	3	10			1					29	26,932	781,025
MINORITY MALE		7	14	3	3	2							29	24,286	704,288
WHITE FEMALE	3	39	43	24	46	3	1	1					160	26,649	4,263,915
WHITE MALE		16	24	27	80	11	7	5	1	1			172	34,205	5,883,262
TOTAL	3	70	88	57	139	16	8	7	1	1			390	29,827	11,632,490

CYPRESS COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE								1					1	3.80	55.0
MINORITY MALE				1									1	3.80	38.0
WHITE FEMALE			1		3	1	2	1		1			9	34.60	47.6
WHITE MALE						5	6	4					15	57.60	51.1
TOTAL			1	1	3	6	8	6		1			26	99.80	49.5
FACULTY															
MINORITY FEMALE			2		4	1	2		2				11	5.70	46.2
MINORITY MALE						2	1						3	1.50	50.7
WHITE FEMALE		2	3	15	23	7	13	2	4				69	36.30	44.1
WHITE MALE		2	4	11	20	26	19	14	8	3			107	56.30	48.1
TOTAL		4	9	26	47	36	35	16	14	3			190	99.80	46.6
PROF/NON-FACULTY															
MINORITY FEMALE			1										1	5.80	30.0
MINORITY MALE							1		1				2	11.70	56.0
WHITE FEMALE			1			1		2	1				5	29.40	51.2
WHITE MALE					1	2		4	1	1			9	52.90	54.7
TOTAL			2		1	3	1	6	3	1			17	99.80	52.4
SECTY/CLERICAL															
MINORITY FEMALE	2	1	2	4		1		1					11	15.00	35.5
MINORITY MALE	1	1	1				1						4	5.40	34.3
WHITE FEMALE	2		5	11	8	5	12	10	4				57	78.00	46.0
WHITE MALE	1												1	1.30	22.0
TOTAL	6	2	8	15	8	6	13	11	4				73	99.70	43.5
TECH/PARAPROF															
MINORITY FEMALE		1	2										3	10.30	31.3
MINORITY MALE			1		1								2	6.80	37.0
WHITE FEMALE	1	1		2	1	4	3	1					13	44.80	43.9
WHITE MALE			4	2	3		2						11	37.90	38.6
TOTAL	1	2	7	4	5	4	5	1					29	99.80	40.1
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				1	1								2	40.00	39.0
WHITE FEMALE															
WHITE MALE			2					1					3	60.00	41.0
TOTAL			2	1	1			1					5	100.00	40.2
SERVICE/MAINT															
MINORITY FEMALE		1				1							2	4.00	37.0
MINORITY MALE		4	1		4	1	4	1					15	30.00	41.1
WHITE FEMALE			2				1	2	2				7	14.00	51.4
WHITE MALE	3	2	2	1	2		7	5	4				26	52.00	46.6
TOTAL	3	7	5	1	6	2	12	8	6				50	100.00	45.3
GRAND TOTAL															
MINORITY FEMALE	2	3	7	4	4	3	2	2	2				29	7.40	39.7
MINORITY MALE	1	5	3	2	6	3	7	1	1				29	7.40	41.7
WHITE FEMALE	3	3	12	28	35	18	31	18	11	1			160	41.00	45.5
WHITE MALE	4	4	12	14	26	33	34	28	13	4			172	44.10	47.6
TOTAL	10	15	34	48	71	57	74	49	27	5			390	99.90	45.7

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 9 full-time persons were hired	0	44%	33%	22%
• None was promoted	0	0	0	0
• Fall 1985: 31 positions were reported filled in Executive/Administrative/Managerial	3%	26%	19%	52%
▸ 3% of the persons in this position category were 60 years of age or older				
Faculty				
• 13 full-time faculty were hired	8%	38%	0	54%
• 2 were promoted	0	0	0	100%
• Fall 1985: 231 positions were reported filled in Faculty	2%	27%	7%	64%
▸ 11% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 6 full-time persons were hired	17%	50%	0	33%
• 2 were promoted	0	50%	0	50%
• Fall 1985: 52 positions were reported filled in Professional/Non-Faculty	13%	54%	6%	27%
▸ 10% of the persons in this position category were 60 years of age or older				
College-Wide				
• 81 full-time persons were hired	17%	38%	14%	31%
• 32 were promoted	28%	50%	3%	19%
• Fall 1985: 499 positions were reported filled college-wide	9%	40%	9%	42%

- Reported in the two lowest salary ranges were:
  13% of all females and, of these, 31% were minority females
  5% of all males and, of these, 36% were minority males

- 27% of all full-time females employed by the college were in the secretarial/clerical position category, 23% of these were filled by minority females

- 7% of all full-time males employed by the college were in the service/maintenance position category, 72% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all females exceeded the mean salary of all males by $1,286 or 5%

- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 50%

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DE ANZA COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	5	4	1	2				2	1						
1983-85 NEW HIRES	9	5	4	2	4			1		1		1			
1983-85 PROMOTIONS															
1985 REPORTED STAFF	31	22	9	16	8			3		2	1	1			
FACULTY															
1983-85 SEPARATIONS	35	16	19	15	19			1							
1983-85 NEW HIRES	13	7	6	7	5				1						
1983-85 PROMOTIONS	2	2		2											
1985 REPORTED STAFF	231	165	66	148	62	6	2	5	1	4	1	1		1	
PROF/NON-FACULTY															
1983-85 SEPARATIONS	3	2	1	1	1					1					
1983-85 NEW HIRES	6	2	4	2	3						1				
1983-85 PROMOTIONS	2	1	1	1	1										
1985 REPORTED STAFF	52	17	35	14	28	1		1	1	1	6				
SECTY/CLERICAL															
1983-85 SEPARATIONS	21	7	14	5	12			2			2				
1983-85 NEW HIRES	25	7	18	6	12				2	1	4				
1983-85 PROMOTIONS	9	1	8	1	5				2				1		
1985 REPORTED STAFF	75	10	65	8	50		1	1	8	1	6				
TECH/PARAPROF															
1983-85 SEPARATIONS	23	4	19	3	13			1	3		1				2
1983-85 NEW HIRES	20	9	11	5	7			1	1	3	1		1		1
1983-85 PROMOTIONS	16	1	15	1	10				3		1		1		
1985 REPORTED STAFF	77	21	56	16	43		1	1	4	3	5	1	3		
SKILLED CRAFTS															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	2	2		1				1							
SERVICE/MAINT															
1983-85 SEPARATIONS	13	12	1	2			1	3		1		6			
1983-85 NEW HIRES	7	5	2	2		1		1	1			1	1		
1983-85 PROMOTIONS	3	2	1	1					1			1			
1985 REPORTED STAFF	31	18	13	5	8	2		4	2	3	2	4	1		
GRAND TOTAL															
1983-85 SEPARATIONS	101	46	55	29	45		1	9	4	2	3	6			2
1983-85 NEW HIRES	81	36	45	25	31	1		3	5	5	6	2	2		1
1983-85 PROMOTIONS	32	7	25	6	16				6		1	1	2		
1985 REPORTED STAFF	499	255	244	208	199	9	4	16	16	14	21	7	4	1	

DE ANZA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE						1							1	46,560	46,560
MINORITY MALE		1	1	1		1	1		1				6	37,616	225,696
WHITE FEMALE		2	2					3	1				8	39,650	317,196
WHITE MALE					2	4	3	2	4	1			16	52,416	838,648
TOTAL		3	3	1	2	6	4	5	6	1			31	46,068	1,428,100
FACULTY															
MINORITY FEMALE					1	3							4	41,178	164,710
MINORITY MALE				2	2	12	1						17	41,762	709,957
WHITE FEMALE		1	4	7	10	38	2						62	39,190	2,429,755
WHITE MALE				12	19	108	9						148	41,988	6,214,212
TOTAL		1	4	21	32	161	12						231	41,206	9,518,634
PROF/NON-FACULTY															
MINORITY FEMALE				2	4	1							7	36,344	254,409
MINORITY MALE						2	1						3	45,963	137,889
WHITE FEMALE			1	5	8	5	9						28	39,464	1,104,936
WHITE MALE				4	1	4	5						14	41,192	576,693
TOTAL			1	11	13	12	15						52	39,884	2,073,977
SECTY/CLERICAL															
MINORITY FEMALE		6	9										15	20,229	303,438
MINORITY MALE		1	1										2	19,884	39,768
WHITE FEMALE	2	13	29	6									50	21,012	1,050,596
WHITE MALE		6	2										8	17,753	142,020
TOTAL	2	26	41	6									75	20,478	1,535,822
TECH/PARAPROF															
MINORITY FEMALE			10	3									13	24,541	319,032
MINORITY MALE			5										5	22,368	111,840
WHITE FEMALE		1	19	21	2								43	26,105	1,122,498
WHITE MALE		2	6	7	1								16	25,108	401,734
TOTAL		3	40	31	3								77	25,391	1,955,104
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				1									1	29,196	29,196
WHITE FEMALE															
WHITE MALE			1										1	22,728	22,728
TOTAL			1	1									2	25,962	51,924
SERVICE/MAINT															
MINORITY FEMALE	1	3		1									5	18,159	90,794
MINORITY MALE		3	5	5									13	22,967	298,566
WHITE FEMALE		3	5										8	18,929	151,430
WHITE MALE	1		2	2									5	22,166	110,832
TOTAL	2	9	12	8									31	21,020	651,622
GRAND TOTAL															
MINORITY FEMALE	1	9	19	6	5	5							45	26,199	1,178,943
MINORITY MALE		5	12	9	2	15	3		1				47	33,041	1,552,912
WHITE FEMALE	2	20	60	39	20	43	11	3	1				199	31,037	6,176,461
WHITE MALE	1	8	11	25	23	116	17	2	4	1			208	39,937	8,306,867
TOTAL	4	42	102	79	50	179	31	5	6	1			499	34,499	17,215,183

DE ANZA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE								1					1	3.20	58.0
MINORITY MALE	1		1	2				2					6	19.30	40.0
WHITE FEMALE		1	1	2		2		2					8	25.80	42.1
WHITE MALE				3	2	4	4	2	1				16	51.60	47.9
TOTAL	1	1	2	7	2	6	4	7	1				31	99.90	45.2
FACULTY															
MINORITY FEMALE				1	1	2							4	1.70	43.8
MINORITY MALE				2	6	4	1	1	3				17	7.30	47.2
WHITE FEMALE			4	8	9	8	19	8	4	2			62	26.80	48.7
WHITE MALE			7	9	26	30	35	24	16	1			148	64.00	49.6
TOTAL			11	20	42	44	55	33	23	3			231	99.80	49.1
PROF/NON-FACULTY															
MINORITY FEMALE			1	6									7	13.40	35.9
MINORITY MALE					2		1						3	5.70	45.7
WHITE FEMALE	2			2	6	4	4	6	4				28	53.80	48.6
WHITE MALE	1			2	3	3	2	2	1				14	26.90	46.4
TOTAL	3		1	10	11	7	7	8	5				52	99.80	46.1
SECTY/CLERICAL															
MINORITY FEMALE		2	1	5		3	2	1	1				15	20.00	42.3
MINORITY MALE	1	1											2	2.60	25.0
WHITE FEMALE		6	5	3	5	9	9	7	2	4			50	66.60	46.6
WHITE MALE	1	1	2	2		2							8	10.60	35.3
TOTAL	2	10	8	10	5	14	11	8	3	4			75	99.80	43.9
TECH/PARAPROF															
MINORITY FEMALE	1	1	4	1	2	2		2					13	16.80	38.8
MINORITY MALE		1	2	1	1								5	6.40	33.2
WHITE FEMALE		3	10	2	3	4	6	10	4	1			43	55.80	46.7
WHITE MALE			6	7	1	1		1					16	20.70	37.0
TOTAL	1	5	22	11	7	7	6	13	4	1			77	99.70	42.4
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE							1						1	50.00	52.0
WHITE FEMALE															
WHITE MALE		1											1	50.00	28.0
TOTAL		1					1						2	100.00	40.0
SERVICE/MAINT															
MINORITY FEMALE	1		2		1				1				5	16.10	39.0
MINORITY MALE		1	4	1	3	1		3					13	41.90	41.2
WHITE FEMALE				1			3	2	2				8	25.80	54.5
WHITE MALE		1	1			1	2						5	16.10	43.2
TOTAL	1	2	7	2	4	2	5	5	3				31	99.90	44.6
GRAND TOTAL															
MINORITY FEMALE	2	3	8	13	4	7	2	4	2				45	9.00	40.4
MINORITY MALE	2	3	7	6	12	5	3	6	3				47	9.40	42.2
WHITE FEMALE	2	10	20	18	23	27	41	35	16	7			199	39.80	47.7
WHITE MALE	2	3	16	23	32	41	43	29	18	1			208	41.60	47.5
TOTAL	8	19	51	60	71	80	89	74	39	8			499	99.80	46.4

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• 1 was promoted	0	100%	0	0
• Fall 1985: 21 positions were reported filled in Executive/Administrative/Managerial	0	14%	10%	76%
▸ 9% of the persons in this position category were 60 years of age or older				
Faculty				
• 8 full-time faculty were hired	0	25%	0	75%
• 4 were promoted	25%	0	25%	50%
• Fall 1985: 106 positions were reported filled in Faculty	5%	24%	6%	66%
▸ 13% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 4 positions were reported filled in Professional/Non-Faculty	0	25%	0	75%
▸ 25% of the persons in this position category were 60 years of age or older				
College-Wide				
• 34 full-time persons were hired	15%	44%	6%	35%
• 10 were promoted	10%	50%	10%	30%
• Fall 1985: 237 positions were reported filled college-wide	8%	34%	9%	49%

- Reported in the two lowest salary ranges were:
  63% of all females and, of these, 21% were minority females
  23% of all males and, of these, 34% were minority males

- 50% of all full-time females employed by the college were in the secretarial/clerical position category; 16% of these were filled by minority females

- 15% of all full-time males employed by the college were in the service/maintenance position category; 57% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $144 or 1%

- In the skilled crafts position category, white males filled 89% of the positions

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COLLEGE OF THE DESERT

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	1		1		1										
1983-85 NEW HIRES															
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	21	18	3	16	3	1		1							
FACULTY															
1983-85 SEPARATIONS	14	10	4	9	4			1							
1983-85 NEW HIRES	8	6	2	6	2										
1983-85 PROMOTIONS	4	3	1	2		1			1						
1985 REPORTED STAFF	106	76	30	70	25	1	2	4	3	1					
PROF/NON-FACULTY															
1983-85 SEPARATIONS	2	1	1	1					1						
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	4	3	1	3	1										
SECTY/CLERICAL															
1983-85 SEPARATIONS	14	1	13	1	12		1								
1983-85 NEW HIRES	13		13		10		2		1						
1983-85 PROMOTIONS	3		3		3										
1985 REPORTED STAFF	50		50		42		3		3		2				
TECH/PARAPROF															
1983-85 SEPARATIONS	5	3	2	2	2			1							
1983-85 NEW HIRES	5	2	3	2	2						1				
1983-85 PROMOTIONS	2	1	1	1	1										
1985 REPORTED STAFF	24	11	13	10	8		1	1	3		1				
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	9	8	1	8	1										
SERVICE/MAINT															
1983-85 SEPARATIONS	6	6		2		1		3							
1983-85 NEW HIRES	8	6	2	4	1	1		1	1						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	23	21	2	9	1	3		9	1						
GRAND TOTAL															
1983-85 SEPARATIONS	42	21	21	15	19	1	1	5	1						
1983-85 NEW HIRES	34	14	20	12	15	1	2	1	2		1				
1983-85 PROMOTIONS	10	4	6	3	5	1			1						
1985 REPORTED STAFF	237	137	100	116	81	5	6	15	10	1	3				

COLLEGE OF THE DESERT

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE			1			1							2	35,873	71,746
WHITE FEMALE				2		1							3	34,883	104,649
WHITE MALE				1		8	3	3	1				16	48,503	776,050
TOTAL			1	3		10	3	3	1				21	45,355	952,445
FACULTY															
MINORITY FEMALE				2	3								5	34,456	172,278
MINORITY MALE			1	1	4								6	34,321	205,927
WHITE FEMALE		2	4	11	8								25	29,402	735,054
WHITE MALE		1	3	18	41	7							70	34,617	2,423,209
TOTAL		3	8	32	56	7							106	33,363	3,536,468
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE					1								1	39,436	39,436
WHITE MALE						3							3	41,458	124,375
TOTAL					1	3							4	40,953	163,811
SECTY/CLERICAL															
MINORITY FEMALE	1	7											8	14,407	115,255
MINORITY MALE															
WHITE FEMALE		39	3										42	16,255	682,721
WHITE MALE															
TOTAL	1	46	3										50	15,960	797,979
TECH/PARAPROF															
MINORITY FEMALE		4	1										5	16,765	83,824
MINORITY MALE		1											1	17,393	17,393
WHITE FEMALE		7	1										8	16,367	130,933
WHITE MALE		9	1										10	16,591	165,913
TOTAL		21	3										24	16,586	398,063
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		1											1	18,911	18,911
WHITE MALE		2	6										8	21,575	172,603
TOTAL		3	6										9	21,279	191,514
SERVICE/MAINT															
MINORITY FEMALE	1												1	10,952	10,952
MINORITY MALE		10	2										12	18,357	220,286
WHITE FEMALE	1												1	10,952	10,952
WHITE MALE	1	8											9	14,521	130,690
TOTAL	3	18	2										23	16,212	372,880
GRAND TOTAL															
MINORITY FEMALE	2	11	1	2	3								19	20,122	382,312
MINORITY MALE		11	4	1	4	1							21	24,541	515,352
WHITE FEMALE	1	49	8	13	9	1							81	21,267	1,722,656
WHITE MALE	1	20	10	19	41	18	3	3	1				116	32,697	3,792,840
TOTAL	4	91	23	35	57	20	3	3	1				237	27,060	6,413,160

COLLEGE OF THE DESERT

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE							2						2	9.50	50.5
WHITE FEMALE				1	1		1						3	14.20	44.0
WHITE MALE				2		4	4	4	2				16	76.10	50.8
TOTAL				3	1	4	7	4	2				21	99.80	49.8
FACULTY															
MINORITY FEMALE				1	2	1		1					5	4.70	45.0
MINORITY MALE				1	1		2	1	1				6	5.60	50.2
WHITE FEMALE	1	1	1	3	4	6	1	2	5	1			25	23.50	47.2
WHITE MALE			3	11	11	11	17	10	5	2			70	66.00	48.2
TOTAL	1	1	4	16	18	18	20	14	11	3			106	99.80	47.9
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE					1								1	25.00	40.0
WHITE MALE					1	1			1				3	75.00	50.0
TOTAL					2	1			1				4	100.00	47.5
SECTY/CLERICAL															
MINORITY FEMALE	1	3	1	1		1	1						8	16.00	34.5
MINORITY MALE															
WHITE FEMALE		7	5	6	4	5	5	4	5	1			42	84.00	43.7
WHITE MALE															
TOTAL	1	10	6	7	4	6	6	4	5	1			50	100.00	42.3
TECH/PARAPROF															
MINORITY FEMALE		2	1		1				1				5	20.80	38.6
MINORITY MALE						1							1	4.10	47.0
WHITE FEMALE				2	1	1	2	2					8	33.30	47.1
WHITE MALE		1	1	3	2	2		1					10	41.60	40.4
TOTAL		3	2	5	4	4	2	3	1				24	99.80	42.5
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		1											1	11.10	29.0
WHITE MALE			1	2	1			2	2				8	88.80	48.4
TOTAL		1	1	2	1			2	2				9	99.90	46.2
SERVICE/MAINT															
MINORITY FEMALE								1					1	4.30	58.0
MINORITY MALE	1	1		2	3	3			2				12	52.10	43.2
WHITE FEMALE							1						1	4.30	50.0
WHITE MALE		1	1	2	1	1		2			1		9	39.10	44.9
TOTAL	1	2	1	4	4	4	1	3	2		1		23	99.80	44.8
GRAND TOTAL															
MINORITY FEMALE	1	5	2	2	3	2	1	2	1				19	8.00	39.6
MINORITY MALE	1	1		3	4	4	4	1	3				21	8.80	46.0
WHITE FEMALE	1	9	6	12	11	12	10	8	10	2			81	34.10	45.0
WHITE MALE		2	6	20	16	19	21	19	10	2	1		116	48.90	47.7
TOTAL	3	17	14	37	34	37	36	30	24	4	1		237	99.80	46.0

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	0	50%	0	50%
• None was promoted	0	0	0	0
• Fall 1985: 25 positions were reported filled in Executive/Administrative/Managerial	12%	16%	0	72%
▸ 4% of the persons in this position category were 60 years of age or older				
Faculty				
• 15 full-time faculty were hired	13%	47%	13%	27%
• None was promoted	0	0	0	0
• Fall 1985: 214 positions were reported filled in Faculty	1%	21%	11%	66%
▸ 13% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 22 positions were reported filled in Professional/Non-Faculty	9%	36%	9%	45%
▸ 9% of the persons in this position category were 60 years of age or older				
College-Wide				
• 30 full-time persons were hired	10%	40%	17%	33%
• 1 was promoted	0	100%	0	0
• Fall 1985: 378 positions were reported filled college-wide	5%	30%	12%	53%

- Reported in the two lowest salary ranges were:
  51% of all females and, of these, 19% were minority females
  17% of all males and, of these, 40% were minority males

- 36% of all full-time females employed by the college were in the secretarial/clerical position category; 23% of these were filled by minority females

- 16% of all full-time males employed by the college were in the service/maintenance position category; 43% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $3,588 or 17%

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DIABLO VALLEY COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	2	2		2											
1983-85 NEW HIRES	2	1	1	1	1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	25	18	7	18	4		3								
FACULTY															
1983-85 SEPARATIONS	46	27	19	26	17			1	1						1
1983-85 NEW HIRES	15	6	9	4	7				1	2	1				
1983-85 PROMOTIONS															
1985 REPORTED STAFF	214	165	49	142	46	12	1	5	1	6	1				
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	22	12	10	10	8	1	1	1	1						
SECTY/CLERICAL															
1983-85 SEPARATIONS	9		9		6		2						1		
1983-85 NEW HIRES	4	1	3	1	2								1		
1983-85 PROMOTIONS															
1985 REPORTED STAFF	49	1	48	1	37		3		5		1		2		
TECH/PARAPROF															
1983-85 SEPARATIONS	3	2	1	2	1										
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	23	10	13	7	13	1								2	
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
SERVICE/MAINT															
1983-85 SEPARATIONS	12	11	1	9	1			2							
1983-85 NEW HIRES	8	7	1	4	1	1				2					
1983-85 PROMOTIONS															
1985 REPORTED STAFF	45	40	5	23	4	5	1	8		4					
GRAND TOTAL															
1983-85 SEPARATIONS	72	42	30	39	25		2	3	1				1		1
1983-85 NEW HIRES	30	15	15	10	12	1			1	4	1		1		
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	378	246	132	201	112	19	9	14	7	10	2		2	2	

DIABLO VALLEY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE					2			1					3	45.008	135.024
MINORITY MALE															
WHITE FEMALE						1	1	1		1			4	54.522	218.088
WHITE MALE						11	4	1	2				18	47.290	851.220
TOTAL					2	12	5	3	2	1			25	48.173	1,204.332
FACULTY															
MINORITY FEMALE			1	1		1							3	31.292	93.876
MINORITY MALE			1	3	4	15							23	38.522	885.996
WHITE FEMALE			3	3	16	24							46	38.305	1,762.020
WHITE MALE			3	2	25	111	1						142	40.537	5.756.208
TOTAL			8	9	45	151	1						214	39.711	8.498.100
PROF/NON-FACULTY															
MINORITY FEMALE					2								2	36,498	72,996
MINORITY MALE						2							2	42.060	84.120
WHITE FEMALE			3	3	1	1							8	29.225	233,800
WHITE MALE		1	2	1		6							10	34,686	346,859
TOTAL		1	5	4	3	9							22	33,535	737,775
SECTY/CLERICAL															
MINORITY FEMALE		3	8										11	19.819	218.010
MINORITY MALE															
WHITE FEMALE		8	26	3									37	21.502	795,567
WHITE MALE		1											1	15.304	15.304
TOTAL		12	34	3									49	20.998	1,028,881
TECH/PARAPROF															
MINORITY FEMALE															
MINCRITY MALE			2	1									3	24,068	72,204
WHITE FEMALE		4	7	2									13	21.355	277,613
WHITE MALE			5	2									7	25,318	177,224
TOTAL		4	14	5									23	22,915	527,041
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE			1										1	20,150	20,150
MINORITY MALE		4	10	3									17	21,642	367,913
WHITE FEMALE		1	2	1									4	22,397	89,537
WHITE MALE		5	8	8	2								23	24,411	561,454
TOTAL		10	21	12	2								45	23,091	1,039,104
GRAND TOTAL															
MINORITY FEMALE		3	10	1	4	1		1					20	27,003	540,056
MINORITY MALE		4	13	7	4	17							45	31,339	1,410,233
WHITE FEMALE		13	41	12	17	26	1	1		1			112	30,149	3,376,675
WHITE MALE		7	18	13	27	128	5	1	2				201	38,350	7,708,269
TOTAL		27	82	33	52	172	6	3	2	1			378	34,485	13,035,233

DIABLO VALLEY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNCWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE				1	1		1						3	12.00	44.7
MINORITY MALE															
WHITE FEMALE						2	1	1					4	16.00	49.8
WHITE MALE				2	2	4	5	4	1				18	72.00	49.7
TOTAL				3	3	6	7	5	1				25	100.00	49.1
FACULTY															
MINORITY FEMALE				2			1						3	1.40	40.7
MINORITY MALE			1	2	5	6	4	5					23	10.70	47.7
WHITE FEMALE		1	2	6	11	9	4	9		4			46	21.40	47.6
WHITE MALE		1	2	5	5	23	39	44	15	7	1		142	66.30	52.9
TOTAL		2	5	15	21	38	48	58	15	11	1		214	99.80	51.1
PROF/NON-FACULTY															
MINORITY FEMALE				1		1							2	9.00	40.0
MINORITY MALE							1	1					2	9.00	55.5
WHITE FEMALE			1	1			2	2	2				8	36.30	50.9
WHITE MALE				2	1		2	5					10	45.40	50.0
TOTAL			1	4	1	1	5	8	2				22	99.70	49.9
SECTY/CLERICAL															
MINORITY FEMALE	1		2	3	1	2		2					11	22.40	40.5
MINORITY MALE															
WHITE FEMALE	1	2	2	7	1	11	3	7	2	1			37	75.50	46.2
WHITE MALE			1										1	2.00	31.0
TOTAL	2	2	5	10	2	13	3	9	2	1			49	99.90	44.7
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE			1			1		1					3	13.00	45.7
WHITE FEMALE	1			3	1	1	3	3	1				13	56.50	46.9
WHITE MALE			1	1	3			1	1				7	30.40	45.6
TOTAL	1		2	4	4	2	3	5	2				23	99.90	46.3
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE							1						1	2.20	52.0
MINORITY MALE	2	1	2	4	1	2	1	3	1				17	37.70	41.8
WHITE FEMALE				1	1	1	1						4	8.80	43.5
WHITE MALE	2	1	3	3		4	4	4	2				23	51.10	44.7
TOTAL	4	2	5	8	2	7	7	7	3				45	99.80	43.7
GRAND TOTAL															
MINORITY FEMALE	1		2	7	2	3	3	2					20	5.20	41.7
MINORITY MALE	2	1	4	6	6	9	6	10	1				45	11.90	45.7
WHITE FEMALE	2	3	5	18	14	24	14	22	5	5			112	29.60	47.2
WHITE MALE	2	2	7	13	11	31	50	58	19	7	1		201	53.10	51.2
TOTAL	7	6	18	44	33	67	73	92	25	12	1		378	99.80	48.9

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 6 full-time persons were hired	0	33%	33%	33%
• 4 were promoted	25%	25%	50%	0
• Fall 1985: 31 positions were reported filled in Executive/Administrative/Managerial	6%	23%	23%	48%
▸ 10% of the persons in this position category were 60 years of age or older				
Faculty				
• 31 full-time faculty were hired	16%	26%	26%	32%
• 1 was promoted	100%	0	0	0
• Fall 1985: 297 positions were reported filled in Faculty	7%	26%	10%	57%
▸ 9% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 17 positions were reported filled in Professional/Non-Faculty	24%	35%	29%	12%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 106 full-time persons were hired	23%	25%	28%	24%
• 39 were promoted	28%	33%	26%	13%
• Fall 1985: 667 positions were reported filled college-wide.	14%	29%	18%	39%

- Reported in the two lowest salary ranges were:
  22% of all females and, of these, 45% were minority females.
  16% of all males and, of these, 72% were minority males.

- 39% of all full-time females employed by the college were in the secretarial/clerical position category; 39% of these were filled by minority females.

- 20% of all full-time males employed by the college were in the service/maintenance position category; 70% of these were filled by minority males.

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $2,531 or 90%

- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 22%

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AASTFHPS/STFHPS                   C H A N C E L L O R ' S   O F F I C E                            12/03/86
                           C A L I F O R N I A   C O M M U N I T Y   C O L L E G E S                17:19:44
                                        S T A F F   D A T A   S Y S T E M
EL CAMINO COLLEGE
                                                  FULL TIME EMPLOYEES
                  1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

  POSITION                   TOTAL                    NON - HISPANIC                    ASIAN/PAC.                AMER IND/
  CATEGORY                   POSI-  TOTAL  TOTAL      WHITE        BLACK        HISPANIC      ISLANDER      FILIPINO    AL NATIVE
                             TIONS  MALES FEMALES      M      F      M      F      M      F      M      F      M      F      M      F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS           8      7      1      6      1                    1
  1983-85 NEW HIRES             6      4      2      2      2      1             1
  1983-85 PROMOTIONS            4      2      2             1      2                                   1
  1985 REPORTED STAFF          31     22      9     15      7      4             2      1             1      1

FACULTY
  1983-85 SEPARATIONS          70     49     21     41     18      2             4      1      2      2
  1983-85 NEW HIRES            31     18     13     10      8      1      1      5             2      4
  1983-85 PROMOTIONS            1             1                                                       1
  1985 REPORTED STAFF         297    200     97    169     77      9      6     10      7     11      7                    1

PROF/NON-FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF          17      7     10      2      6      1      3      4                    1

SECTY/CLERICAL
  1983-85 SEPARATIONS          27      1     26            15             8      1      2             1
  1983-85 NEW HIRES            29      3     26      1     12      2      8             5             1
  1983-85 PROMOTIONS           16      2     14      2      8             2             1             3
  1985 REPORTED STAFF         121      9    112      5     68      2     18      2      9            17

TECH/PARAPROF
  1983-85 SEPARATIONS          20     13      7      9      4      1      1      1             2      1             1
  1983-85 NEW HIRES            23     14      9      7      4             2      1      1      5      2      1
  1983-85 PROMOTIONS           12      6      6      1      3      2      2      1      1      2
  1985 REPORTED STAFF          88     45     43     27     26      6      7      6      6      5      4      1

SKILLED CRAFTS
  1983-85 SEPARATIONS           2      2             1                           1
  1983-85 NEW HIRES             4      4             2             1             1
  1983-85 PROMOTIONS            1      1             1
  1985 REPORTED STAFF          23     23            18             4             1

SERVICE/MAINT
  1983-85 SEPARATIONS          18     13      5      7      3      4             1      1             1      1
  1983-85 NEW HIRES            13     12      1      3      1      5             4
  1983-85 PROMOTIONS            5      4      1      1      1      1             2
  1985 REPORTED STAFF          90     76     14     23      8     27      4     19      1      5      1      1             1

GRAND TOTAL
  1983-85 SEPARATIONS         145     85     60     64     41      7      9      9      4      4      5      1      1
  1983-85 NEW HIRES           106     55     51     25     27     10     11     12      6      7      7      1
  1983-85 PROMOTIONS           39     15     24      5     13      5      4      3      2      2      5
  1985 REPORTED STAFF         667    382    285    259    192     53     38     44     24     21     31      3             2
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EL CAMINO COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE					1			1					2	45,389	90,777
MINORITY MALE					2	1		3		1			7	50,286	352,004
WHITE FEMALE				1	3	1		2					7	42,041	294,288
WHITE MALE					1	2		9	3				15	55,697	835,454
TOTAL				1	7	4		15	3	1			31	50,727	1,572,523
FACULTY															
MINORITY FEMALE			2	5	10	3							20	34,215	684,290
MINORITY MALE			1	4	16	9	1						31	36,722	1,138,392
WHITE FEMALE			7	16	29	25							77	35,480	2,731,990
WHITE MALE		2	1	14	54	98							169	38,539	6,513,117
TOTAL		2	11	39	109	135	1						297	37,265	11,067,789
PROF/NON-FACULTY															
MINORITY FEMALE					2	2							4	41,192	164,767
MINORITY MALE				1	1	2	1						5	40,999	204,995
WHITE FEMALE				2	2	1	1						6	38,695	232,169
WHITE MALE								2					2	55,003	110,006
TOTAL				3	5	5	2	2					17	41,879	711,937
SECTY/CLERICAL															
MINORITY FEMALE	1	19	23	1									44	19,414	854,212
MINORITY MALE		3	1										4	16,854	67,414
WHITE FEMALE	1	22	41	4									68	20,458	1,391,171
WHITE MALE		3	2										5	18,938	94,692
TOTAL	2	47	67	5									121	19,897	2,407,489
TECH/PARAPROF															
MINORITY FEMALE		4	9	4									17	22,927	389,762
MINORITY MALE		1	11	6									18	25,142	452,561
WHITE FEMALE		3	18	4	1								26	23,828	619,527
WHITE MALE		1	11	12	3								27	26,964	728,033
TOTAL		9	49	26	4								88	24,885	2,189,833
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1	4									5	27,256	136,282
WHITE FEMALE															
WHITE MALE			4	14									18	27,549	495,875
TOTAL			5	18									23	27,485	632,157
SERVICE/MAINT															
MINORITY FEMALE		4	2										6	16,319	97,913
MINORITY MALE		39	14										53	18,672	989,622
WHITE FEMALE		8											8	14,401	115,208
WHITE MALE		11	12										23	19,619	451,229
TOTAL		62	28										90	18,377	1,653,972
GRAND TOTAL															
MINORITY FEMALE	1	27	36	10	13	5		1					93	24,535	2,281,721
MINORITY MALE		43	28	15	19	12	2	3		1			123	27,165	3,341,270
WHITE FEMALE	1	33	66	27	35	27	1	2					192	28,044	5,384,353
WHITE MALE		17	30	40	58	100		11	3				259	35,631	9,228,406
TOTAL	2	120	160	92	125	144	3	17	3	1			667	30,338	20,235,750

EL CAMINO COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE				1	1								2	6.40	39.5
MINORITY MALE					2	2	2	1					7	22.50	48.4
WHITE FEMALE			1	1	1	1	1	1	1				7	22.50	46.6
WHITE MALE				1	3	3	2	4	2				15	48.30	50.6
TOTAL			1	3	7	6	5	6	3				31	99.70	48.5
FACULTY															
MINORITY FEMALE			3	3	3	5	2	2	2				20	6.70	45.7
MINORITY MALE			2	8	9	3	6	2			1		31	10.40	44.4
WHITE FEMALE		2	6	9	18	14	13	12	2	1			77	25.90	46.1
WHITE MALE		3	3	23	29	25	29	35	18	4			169	56.90	49.2
TOTAL		5	14	43	59	47	50	51	22	5	1		297	99.90	47.7
PROF/NON-FACULTY															
MINORITY FEMALE			1	2		1							4	23.50	38.8
MINORITY MALE			1	1	2	1							5	29.40	40.8
WHITE FEMALE			1		2	1	2						6	35.20	44.3
WHITE MALE						2							2	11.70	49.0
TOTAL			3	3	4	5	2						17	99.80	42.5
SECTY/CLERICAL															
MINORITY FEMALE	2	7	6	8	5	2	9	4	1				44	36.30	40.4
MINORITY MALE	2	1		1									4	3.30	27.0
WHITE FEMALE	2	2	9	7	7	15	10	10	5	1			68	56.10	45.9
WHITE MALE	1	2	1			1							5	4.10	30.2
TOTAL	7	12	16	16	12	18	19	14	6	1			121	99.80	42.6
TECH/PARAPROF															
MINORITY FEMALE		3	4	7	1		2						17	19.30	36.2
MINORITY MALE	1	2	7	3	3	1		1					18	20.40	35.8
WHITE FEMALE	1	4	5	2	4	3	2	2	3				26	29.50	41.5
WHITE MALE		6	4	5	2	6	1	2		1			27	30.60	40.0
TOTAL	2	15	20	17	10	10	5	5	3	1			88	99.80	38.9
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				2			2	1					5	21.70	46.8
WHITE FEMALE															
WHITE MALE			6	4	4	1		3					18	78.20	41.0
TOTAL			6	6	4	1	2	4					23	99.90	42.3
SERVICE/MAINT															
MINORITY FEMALE						1		2	1	2			6	6.60	58.3
MINORITY MALE		7	8	4	1	5	9	9	9	1			53	58.80	46.8
WHITE FEMALE	1				1	1	2	2	1				8	8.80	49.0
WHITE MALE		1	4	2	3	2	5	4	1		1		23	25.50	46.7
TOTAL	1	8	12	6	5	9	16	17	12	3	1		90	99.70	47.7
GRAND TOTAL															
MINORITY FEMALE	2	10	14	21	10	9	13	8	4	2			93	13.90	41.8
MINORITY MALE	3	10	18	19	17	12	19	14	9	1	1		123	18.40	43.8
WHITE FEMALE	4	8	22	19	33	35	30	27	12	2			192	28.70	45.5
WHITE MALE	1	12	18	35	41	40	37	48	21	5	1		259	38.80	47.2
TOTAL	10	40	72	94	101	96	99	97	46	10	2		667	99.80	45.3

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 1 full-time person was hired	100%	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 8 positions were reported filled in Executive/Administrative/Managerial	13%	37%	0	50%
▸ 25% of the persons in this position category were 60 years of age or older				
Faculty				
• 3 full-time faculty were hired	0	33%	0	67%
• 2 were promoted	0	50%	50%	0
• Fall 1985: 93 positions were reported filled in Faculty	8%	38%	12%	43%
▸ 10% of the persons in this position category were 60 years of age or older.				
Professional/Non-Faculty				
• 2 full-time persons were hired	0	50%	0	50%
• 2 were promoted	0	50%	0	50%
• Fall 1985: 27 positions were reported filled in Professional/Non-Faculty	19%	44%	11%	26%
▸ 7% of the persons in this position category were 60 years of age or older.				
College-Wide				
• 40 full-time persons were hired	27%	27%	20%	25%
• 22 were promoted	23%	45%	14%	18%
• Fall 1985: 250 positions were reported filled college-wide	15%	34%	21%	30%

- Reported in the two lowest salary ranges were:
  48% of all females and, of these, 39% were minority females.
  39% of all males and, of these, 66% were minority males.

- 30% of all full-time females employed by the college were in the secretarial/clerical position category; 51% of these were filled by minority females

- 40% of all full-time males employed by the college were in the service/maintenance position category; 69% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $314 or 99%

- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 14%

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12/03/86
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EVERGREEN VALLEY COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE		BLACK		HISPANIC		ASIAN/PAC. ISLANDER		FILIPINO		AMER IND/AL NATIVE	
				M	F	M	F	M	F	M	F	M	F	M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	17	11	6	10	4			1	1		1				
1983-85 NEW HIRES	1		1								1				
1983-85 PROMOTIONS															
1985 REPORTED STAFF	8	4	4	4	3						1				
FACULTY															
1983-85 SEPARATIONS	19	15	4	13	3	1		1			1				
1983-85 NEW HIRES	3	2	1	2	1										
1983-85 PROMOTIONS	2	1	1		1			1							
1985 REPORTED STAFF	93	51	42	40	35	3	1	6	3	2	3				
PROF/NON-FACULTY															
1983-85 SEPARATIONS	2	1	1	1	1										
1983-85 NEW HIRES	2	1	1	1	1										
1983-85 PROMOTIONS	2	1	1	1	1										
1985 REPORTED STAFF	27	10	17	7	12	1	2	1	3	1					
SECTY/CLERICAL															
1983-85 SEPARATIONS	12	1	11		3		4	1	4						
1983-85 NEW HIRES	14	2	12	1	5		1	1	5		1				
1983-85 PROMOTIONS	6		6		2		1		2		1				
1985 REPORTED STAFF	40	3	37	1	18		2	1	13	1	4				
TECH/PARAPROF															
1983-85 SEPARATIONS	7	2	5	2	3				2						
1983-85 NEW HIRES	5	2	3	2	1				2						
1983-85 PROMOTIONS	8	2	6	2	5		1								
1985 REPORTED STAFF	14	2	12	2	9		1		2						
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	7	7		6				1							
SERVICE/MAINT															
1983-85 SEPARATIONS	11	10	1	6	1	3		1							
1983-85 NEW HIRES	15	11	4	4	3			6	1	1					
1983-85 PROMOTIONS	4	3	1	1	1			2							
1985 REPORTED STAFF	61	51	10	16	8	3		21	2	10				1	
GRAND TOTAL															
1983-85 SEPARATIONS	68	40	28	32	15	4	4	4	7		2				
1983-85 NEW HIRES	40	18	22	10	11		1	7	8	1	2				
1983-85 PROMOTIONS	22	7	15	4	10		2	3	2		1				
1985 REPORTED STAFF	250	128	122	76	85	7	6	30	23	14	8			1	

EVERGREEN VALLEY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE						1							1	45,050	45,050
MINORITY MALE															
WHITE FEMALE							2	1					3	52,272	156,817
WHITE MALE							1	2	1				4	58,755	235,018
TOTAL						1	3	3	1				8	54,611	436,885
FACULTY															
MINORITY FEMALE				2	4	1							7	36,475	255,324
MINORITY MALE				1	4	6							11	38,665	425,317
WHITE FEMALE				1	20	13	1						35	38,403	1,344,112
WHITE MALE				3	14	23							40	39,618	1,584,735
TOTAL				7	42	43	1						93	38,812	3,609,488
PROF/NON-FACULTY															
MINORITY FEMALE			2		3								5	32,196	160,980
MINORITY MALE					1	2							3	40,377	121,131
WHITE FEMALE		2	2	7	1								12	26,366	316,386
WHITE MALE				3	2	2							7	35,814	250,700
TOTAL		2	4	10	7	4							27	31,452	849,197
SECTY/CLERICAL															
MINORITY FEMALE		9	7	2	1								19	20,447	388,486
MINORITY MALE		2											2	17,708	35,415
WHITE FEMALE		8	9	1									18	19,956	359,212
WHITE MALE		1											1	16,212	16,212
TOTAL		20	16	3	1								40	19,983	799,325
TECH/PARAPROF															
MINORITY FEMALE		1	2										3	19,275	57,824
MINORITY MALE															
WHITE FEMALE			8	1									9	23,683	213,151
WHITE MALE			1	1									2	22,896	45,791
TOTAL		1	11	2									14	22,626	316,766
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				1									1	30,324	30,324
WHITE FEMALE															
WHITE MALE				2	4								6	35,467	212,804
TOTAL				3	4								7	34,733	243,128
SERVICE/MAINT															
MINORITY FEMALE		2											2	16,349	32,698
MINORITY MALE		15	16	3		1							35	20,412	714,404
WHITE FEMALE		4	3	1									8	19,607	156,854
WHITE MALE		5	10	1									16	20,904	334,471
TOTAL		26	29	5		1							61	20,302	1,238,427
GRAND TOTAL															
MINORITY FEMALE		12	11	4	8	2							37	25,415	940,362
MINORITY MALE		17	16	5	5	9							52	25,511	1,326,591
WHITE FEMALE		14	22	11	21	13	3	1					85	29,959	2,546,532
WHITE MALE		6	11	10	20	25	1	2	1				76	35,260	2,679,731
TOTAL		49	60	30	54	49	4	3	1				250	29,973	7,493,216

EVERGREEN VALLEY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE				1									1	12.50	38.0
MINORITY MALE															
WHITE FEMALE				1				1		1			3	37.50	53.7
WHITE MALE					2			1	1				4	50.00	50.3
TOTAL				2	2			2	1	1			8	100.00	50.0
FACULTY															
MINORITY FEMALE			1	1	2	1	1		1				7	7.50	44.9
MINORITY MALE			1	3	1	3	1	1	1				11	11.80	45.7
WHITE FEMALE			1	3	8	9	8	4	1	1			35	37.60	47.9
WHITE MALE			1	6	4	6	8	10	5				40	43.00	50.5
TOTAL			4	13	15	19	18	15	8	1			93	99.90	48.5
PROF/NON-FACULTY															
MINORITY FEMALE			1		1	1	1		1				5	18.50	46.2
MINORITY MALE						1	2						3	11.10	52.0
WHITE FEMALE			2	3	2	1	4						12	44.40	43.2
WHITE MALE		1		1		2	1	1			1		7	25.90	48.4
TOTAL		1	3	4	3	5	8	1	1		1		27	99.90	46.1
SECTY/CLERICAL															
MINORITY FEMALE	2	4	3	4	1	3	2						19	47.50	35.8
MINORITY MALE		1	1										2	5.00	28.5
WHITE FEMALE	1		4	2	4	3	2	1	1				18	45.00	42.2
WHITE MALE			1										1	2.50	32.0
TOTAL	3	5	9	6	5	6	4	1	1				40	100.00	38.2
TECH/PARAPROF															
MINORITY FEMALE		1	1		1								3	21.40	32.7
MINORITY MALE															
WHITE FEMALE	1		1	3	1	1	1	1					9	64.20	40.4
WHITE MALE		1					1						2	14.20	40.0
TOTAL	1	2	2	3	2	1	2	1					14	99.80	38.7
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				1									1	14.20	39.0
WHITE FEMALE															
WHITE MALE					1		1	1	3				6	85.70	56.0
TOTAL				1	1		1	1	3				7	99.90	53.6
SERVICE/MAINT															
MINORITY FEMALE				2									2	3.20	37.0
MINORITY MALE			4	3	3	3	10	5	5	2			35	57.30	50.6
WHITE FEMALE		4		1	1			1	1				8	13.10	38.6
WHITE MALE		3	4			1	2	2	4				16	26.20	45.0
TOTAL		7	8	6	4	4	12	8	10	2			61	99.80	47.1
GRAND TOTAL															
MINORITY FEMALE	2	5	6	8	3	5	4		2				37	14.80	38.8
MINORITY MALE		1	6	7	4	7	13	6	6	2			52	20.80	48.6
WHITE FEMALE	2	4	8	13	16	14	15	8	3	2			85	34.00	44.6
WHITE MALE		5	6	7	7	9	13	15	13		1		76	30.40	49.0
TOTAL	4	15	26	35	32	35	45	29	24	4	1		250	100.00	45.9

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 1 full-time person was hired	0	100%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 2 positions were reported filled in Executive/Administrative/Managerial	0	50%	0	50%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 1 full-time faculty was hired	0	100%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 19 positions were reported filled in Faculty	0	21%	11%	68%
▸ 5% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 2 full-time persons were hired	0	50%	0	50%
• 1 was promoted	0	100%	0	0
• Fall 1985: 7 positions were reported filled in Professional/Non-Faculty	0	86%	0	14%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 9 full-time persons were hired	11%	56%	11%	22%
• 6 were promoted	0	83%	0	17%
• Fall 1985: 50 positions were reported filled college-wide	6%	40%	10%	44%

- Reported in the two lowest salary ranges were:
  70% of all females and, of these, 19% were minority females.
  26% of all males and, of these, 29% were minority males.

- 39% of all full-time females employed by the college were in the secretarial/clerical position category; 22% of these were filled by minority females

- 22% of all full-time males employed by the college were in the service/maintenance position category; 33% of these were filled by minority males

- In the skilled crafts position category, white males filled 100% of the positions.

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AASTFHPS/STFHPS                                C H A N C E L L O R ' S   O F F I C E                                        12/03/86
                                     C A L I F O R N I A   C O M M U N I T Y   C O L L E G E S                              17:19:44
                                                 S T A F F   D A T A   S Y S T E M
FEATHER RIVER COLLEGE
                                                        FULL TIME EMPLOYEES
                        1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

    POSITION              TOTAL                          NON - HISPANIC                       ASIAN/PAC.                  AMER IND/
    CATEGORY              POSI-  TOTAL  TOTAL         WHITE         BLACK         HISPANIC     ISLANDER      FILIPINO     AL NATIVE
                          TIONS  MALES FEMALES        M      F      M      F      M      F      M      F      M      F      M     F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS         1      1                                                                                      1
  1983-85 NEW HIRES           1              1               1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         2      1       1        1      1

FACULTY
  1983-85 SEPARATIONS         8      5       3        5      3
  1983-85 NEW HIRES           1              1               1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF        19     15       4       13      4                    2

PROF/NON-FACULTY
  1983-85 SEPARATIONS         1      1                1
  1983-85 NEW HIRES           2      1       1        1      1
  1983-85 PROMOTIONS          1              1               1
  1985 REPORTED STAFF         7      1       6        1      6

SECTY/CLERICAL
  1983-85 SEPARATIONS         4              4               4
  1983-85 NEW HIRES           4      1       3               2                                         1      1
  1983-85 PROMOTIONS          4              4               4
  1985 REPORTED STAFF        10      1       9               7                                         2      1

TECH/PARAPROF
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         2              2               2

SKILLED CRAFTS
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS          1      1                1
  1985 REPORTED STAFF         3      3                3

SERVICE/MAINT
  1983-85 SEPARATIONS
  1983-85 NEW HIRES           1      1                1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         7      6       1        4             2                    1

GRAND TOTAL
  1983-85 SEPARATIONS        14      7       7        6      7                                                              1
  1983-85 NEW HIRES           9      3       6        2      5                                         1      1
  1983-85 PROMOTIONS          6      1       5        1      5
  1985 REPORTED STAFF        50     27      23       22     20      2             2      1             2      1
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FEATHER RIVER COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE							1						1	50.556	50.556
WHITE MALE							1						1	53,700	53.700
TOTAL							2						2	52,128	104,256
FACULTY															
MINORITY FEMALE															
MINORITY MALE				2									2	30,092	60,183
WHITE FEMALE				2	2								4	32,923	131,692
WHITE MALE				3	10								13	34,050	442,648
TOTAL				7	12								19	33,396	634,523
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		2	2	1	1								6	23,897	143,382
WHITE MALE				1									1	29,664	29,664
TOTAL		2	2	2	1								7	24,721	173,046
SECTY/CLERICAL															
MINORITY FEMALE		1	1										2	18,911	37,822
MINORITY MALE		1											1	13,344	13,344
WHITE FEMALE		5	2										7	18,216	127,512
WHITE MALE															
TOTAL		7	3										10	17,868	178,678
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			2										2	19,917	39,834
WHITE MALE															
TOTAL			2										2	19,917	39,834
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE			1	2									3	28,399	85,196
TOTAL			1	2									3	28,399	85,196
SERVICE/MAINT															
MINORITY FEMALE			1										1	19,719	19,719
MINORITY MALE		1		1									2	22,549	45,098
WHITE FEMALE															
WHITE MALE			4										4	22,824	91,294
TOTAL		1	5	1									7	22,302	156,111
GRAND TOTAL															
MINORITY FEMALE		1	2										3	19,180	57,541
MINORITY MALE		2		3									5	23,725	118,625
WHITE FEMALE		7	6	3	3		1						20	24,649	492,976
WHITE MALE			5	6	10		1						22	31,932	702,502
TOTAL		10	13	12	13		2						50	27,433	1,371,644

FEATHER RIVER COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				1									1	50.00	35.0
WHITE MALE								1					1	50.00	58.0
TOTAL				1				1					2	100.00	46.5
FACULTY															
MINORITY FEMALE															
MINORITY MALE				1	1								2	10.50	41.5
WHITE FEMALE		1		1	1			1					4	21.00	42.3
WHITE MALE				1	2	2	5	2	1				13	68.40	49.9
TOTAL		1		3	4	2	5	3	1				19	99.90	47.4
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		1		1		1	2	1					6	85.70	45.8
WHITE MALE				1									1	14.20	38.0
TOTAL		1		2		1	2	1					7	99.90	44.7
SECTY/CLERICAL															
MINORITY FEMALE						1		1					2	20.00	53.0
MINORITY MALE	1												1	10.00	24.0
WHITE FEMALE		2	1	1	2			1					7	70.00	37.9
WHITE MALE															
TOTAL	1	2	1	1	2	1		2					10	100.00	39.5
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1	1									2	100.00	33.5
WHITE MALE															
TOTAL			1	1									2	100.00	33.5
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE						2	1						3	100.00	49.0
TOTAL						2	1						3	100.00	49.0
SERVICE/MAINT															
MINORITY FEMALE		1											1	14.20	28.0
MINORITY MALE			1						1				2	28.50	47.0
WHITE FEMALE															
WHITE MALE				2	1	1							4	57.10	40.8
TOTAL		1	1	2	1	1			1				7	99.80	40.7
GRAND TOTAL															
MINORITY FEMALE		1				1		1					3	6.00	44.7
MINORITY MALE	1		1	1	1				1				5	10.00	40.2
WHITE FEMALE		4	2	5	3	1	2	3					20	40.00	40.6
WHITE MALE				4	3	5	6	3	1				22	44.00	48.0
TOTAL	1	5	3	10	7	7	8	7	2				50	100.00	44.0

- Opportunities for change and actionetaken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	0	100%	0	0
• 2 were promoted	0	50%	0	50%
• Fall 1985: 17 positions were reported filled in Executive/Administrative/Managerial	12%	24%	6%	59%
▸ 6% of the persons in this position category were 60 years of age or older				
Faculty				
• 8 full-time faculty were hired	0	37%	0	62%
• 1 was promoted	0	0	100%	0%
• Fall 1985: 148 positions were reported filled in Faculty	3%	24%	6%	67%
▸ 12% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 2 full-time persons were hired	0	50%	0	50%
• 3 were promoted	67%	0	33%	0
• Fall 1985: 32 positions were reported filled in Professional/Non-Faculty	13%	25%	28%	34%
▸ 25% of the persons in this position category were 60 years of age or older				
College-Wide				
• 41 full-time persons were hired	12%	63%	0	24%
• 18 were promoted	39%	44%	11%	6%
• Fall 1985: 298 positions were reported filled college-wide	8%	40%	8%	44%

- Reported in the two lowest salary ranges were:
  11% of all females and, of these, 13% were minority females.
  3% of all males and, of these, 50% were minority males
- 28% of all full-time females employed by the college were in the secretarial/clerical position category; 18% of these were filled by minority females
- 3% of all full-time males employed by the college were in the service/maintenance position category; 40% of these were filled by minority males
- In the technical/paraprofessional position category, the mean salary of all females exceeded the mean salary of all males by $79 or less than 1%

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FOOTHILL COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	2		2		2										
1983-85 NEW HIRES	2		2		2										
1983-85 PROMOTIONS	2	1	1	1	1										
1985 REPORTED STAFF	17	11	6	10	4	1					2				
FACULTY															
1983-85 SEPARATIONS	32	22	10	22	7				1		2				
1983-85 NEW HIRES	8	5	3	5	3										
1983-85 PROMOTIONS	1	1								1					
1985 REPORTED STAFF	148	108	40	99	36		1	4	1	4	1		1	1	
PROF/NON-FACULTY															
1983-85 SEPARATIONS	4	3	1	3	1										
1983-85 NEW HIRES	2	1	1	1	1										
1983-85 PROMOTIONS	3	1	2			1	1		1						
1985 REPORTED STAFF	32	20	12	11	8	3	2	5	1		1	1			
SECTY/CLERICAL															
1983-85 SEPARATIONS	18	2	16	1	10		1	1	4		1				
1983-85 NEW HIRES	15	1	14	1	10				4						
1983-85 PROMOTIONS	3		3		1				2						
1985 REPORTED STAFF	44	5	39	2	32	1	1	1	4	1	2				
TECH/PARAPROF															
1983-85 SEPARATIONS	15	1	14	1	13						1				
1983-85 NEW HIRES	13	2	11	2	10		1								
1983-85 PROMOTIONS	8		8		5				2		1				
1985 REPORTED STAFF	47	8	39	7	33		1		3	1	2				
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
SERVICE/MAINT															
1983-85 SEPARATIONS	1		1		1										
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	10	5	5	3	5			1		1					
GRAND TOTAL															
1983-85 SEPARATIONS	72	28	44	27	34		1	1	5		4				
1983-85 NEW HIRES	41	10	31	10	26		1		4						
1983-85 PROMOTIONS	18	3	15	1	8	1	1		5	1	1				
1985 REPORTED STAFF	298	157	141	132	118	5	5	11	9	7	8	1	1	1	

FOOTHILL COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE								1	1				2	62,094	124,188
MINORITY MALE					1								1	39,540	39,540
WHITE FEMALE		1			1		1	1					4	41,212	164,846
WHITE MALE						4	2		3	1			10	54,916	549,164
TOTAL		1			2	4	3	2	4	1			17	51,632	877,738
FACULTY															
MINORITY FEMALE				1	3								4	36,377	145,508
MINORITY MALE				1		7	1						9	42,877	385,891
WHITE FEMALE			2	6	12	13	3						36	38,110	1,371,976
WHITE MALE				6	16	70	5	2					99	41,985	4,156,559
TOTAL			2	14	31	90	9	2					148	40,946	6,059,934
PROF/NON-FACULTY															
MINORITY FEMALE				2	1		1						4	37,644	150,577
MINORITY MALE				1	1	6	1						9	41,708	375,372
WHITE FEMALE			1	1	3		3						8	38,508	308,061
WHITE MALE				1	2	2	6						11	44,461	489,071
TOTAL			1	5	7	8	11						32	41,346	1,323,081
SECTY/CLERICAL															
MINORITY FEMALE	1	1	3	2									7	20,722	145,052
MINORITY MALE		1	2										3	20,423	61,268
WHITE FEMALE		7	21	4									32	22,069	706,202
WHITE MALE		1	1										2	19,998	39,996
TOTAL	1	10	27	6									44	21,648	952,518
TECH/PARAPROF															
MINORITY FEMALE			1	3	2								6	29,834	179,004
MINORITY MALE				1									1	26,196	26,196
WHITE FEMALE		3	14	16									33	25,434	839,328
WHITE MALE			3	4									7	26,009	182,062
TOTAL		3	18	24	2								47	26,098	1,226,590
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		1	1										2	17,070	34,140
WHITE FEMALE		2	3										5	18,175	90,876
WHITE MALE		1		2									3	22,801	68,402
TOTAL		4	4	2									10	19,342	193,418
GRAND TOTAL															
MINORITY FEMALE	1	1	4	8	6		1	1	1				23	32,362	744,329
MINORITY MALE		2	3	3	2	13	2						25	36,896	922,407
WHITE FEMALE		13	41	27	16	13	7	1					118	29,502	3,481,239
WHITE MALE		2	4	13	18	76	13	2	3	1			132	41,555	5,485,254
TOTAL	1	18	52	51	42	102	23	4	4	1			298	35,682	10,633,279

FOOTHILL COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE					2								2	11.70	41.5
MINORITY MALE				1									1	5.80	39.0
WHITE FEMALE					1		2		1				4	23.50	51.0
WHITE MALE					3	2	3	2					10	58.80	49.5
TOTAL				1	6	2	5	2	1				17	99.80	48.3
FACULTY															
MINORITY FEMALE			1	1	1			1					4	2.70	42.3
MINORITY MALE					1	2	4	2					9	6.00	51.0
WHITE FEMALE			2	8	8	4	6	4	2	1		1	36	24.30	47.3
WHITE MALE			3	5	13	18	21	25	9	4	1		99	66.80	51.4
TOTAL			6	14	23	24	31	32	11	5	1	1	148	99.80	50.1
PROF/NON-FACULTY															
MINORITY FEMALE				2			2						4	12.50	45.3
MINORITY MALE			1		4	3			1				9	28.10	44.6
WHITE FEMALE		1		1	1		2		1	2			8	25.00	50.5
WHITE MALE				1	1	1	2	2	4				11	34.30	53.6
TOTAL		1	1	4	6	4	6	2	6	2			32	99.90	49.3
SECTY/CLERICAL															
MINORITY FEMALE			1	1	1	1	2		1				7	15.90	46.6
MINORITY MALE			2	1									3	6.80	32.0
WHITE FEMALE		3	3	5	5	2	3	7	3	1			32	72.70	46.0
WHITE MALE			1				1						2	4.50	41.0
TOTAL		3	7	7	6	3	6	7	4	1			44	99.90	44.9
TECH/PARAPROF															
MINORITY FEMALE		1	2	1	2								6	12.70	35.5
MINORITY MALE			1										1	2.10	30.0
WHITE FEMALE	1	2	4	4	5	1	8	5	3				33	70.20	45.5
WHITE MALE		1	1	1	2		1		1				7	14.80	43.1
TOTAL	1	4	8	6	9	1	9	5	4				47	99.80	43.6
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE				1				1					2	20.00	45.0
WHITE FEMALE					1	2		1	1				5	50.00	51.2
WHITE MALE			3										3	30.00	31.7
TOTAL			3	1	1	2		2	1				10	100.00	44.1
GRAND TOTAL															
MINORITY FEMALE		1	4	5	6	1	4	1	1				23	7.70	42.3
MINORITY MALE			4	3	5	5	4	3	1				25	8.30	44.6
WHITE FEMALE	1	6	9	18	21	9	21	17	11	4		1	118	39.50	46.9
WHITE MALE		1	8	7	19	21	28	29	14	4	1		132	44.20	50.4
TOTAL	1	8	25	33	51	36	57	50	27	8	1	1	298	99.70	47.9

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 3 full-time persons were hired	0	33%	33%	33%
• 4 were promoted	0	25%	0	75%
• Fall 1985: 35 positions were reported filled in Executive/Administrative/Managerial	3%	11%	23%	63%
▸ 9% of the persons in this position category were 60 years of age or older.				
Faculty				
• 29 full-time faculty were hired	7%	41%	10%	41%
• 1 was promoted	0	0	0	100%
• Fall 1985: 189 positions were reported filled in Faculty	5%	19%	16%	60%
▸ 12% of the persons in this position category were 60 years of age or older.				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 21 positions were reported filled in Professional/Non-Faculty	14%	29%	24%	33%
▸ None of the persons in this position category was 60 years of age or older.				
College-Wide				
• 61 full-time persons were hired	8%	44%	16%	31%
• 52 were promoted	15%	52%	17%	15%
• Fall 1985: 442 positions were reported filled college-wide.	9%	31%	18%	41%

- Reported in the two lowest salary ranges were:
  49% of all females and, of these, 25% were minority females.
  19% of all males and, of these, 57% were minority males.

- 38% of all full-time females employed by the college were in the secretarial/clerical position category; 21% of these were filled by minority females

- 16% of all full-time males employed by the college were in the service/maintenance position category; 54% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $489 or 98%

- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 36%

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FRESNO CITY COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI- TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M		BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/ AL NATIVE M	F
					F										
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	4	4		4											
1983-85 NEW HIRES	3	2	1	1	1			1							
1983-85 PROMOTIONS	4	3	1	3	1										
1985 REPORTED STAFF	35	30	5	22	4	3		4		1	1				
FACULTY															
1983-85 SEPARATIONS	56	42	14	38	14			2		2					
1983-85 NEW HIRES	29	15	14	12	12	2	1	1							1
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	189	143	46	113	36	10	4	15	3	3	1		1	2	1
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	21	12	9	7	6	2	2	3	1						
SECTY/CLERICAL															
1983-85 SEPARATIONS	10		10		10										
1983-85 NEW HIRES	13	1	12	1	10						1				1
1983-85 PROMOTIONS	19		19		14		1		3		1				
1985 REPORTED STAFF	71	4	67	2	53		3	2	8		1		1		1
TECH/PARAPROF															
1983-85 SEPARATIONS	4	1	3	1	2						1				
1983-85 NEW HIRES	8	4	4	3	4					1					
1983-85 PROMOTIONS	20	5	15	3	12			1	2	1	1				
1985 REPORTED STAFF	54	23	31	13	24	2	1	4	4	4	2				
SKILLED CRAFTS															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES															
1983-85 PROMOTIONS	3	3				2		1							
1985 REPORTED STAFF	11	11		7		2		2							
SERVICE/MAINT															
1983-85 SEPARATIONS	11	6	5	5	4		1	1							
1983-85 NEW HIRES	8	7	1	2		3		1	1					1	
1983-85 PROMOTIONS	5	5		1		1		3							
1985 REPORTED STAFF	61	41	20	19	14	10		10	6	1				1	
GRAND TOTAL															
1983-85 SEPARATIONS	86	54	32	49	30		1	3		2	1				
1983-85 NEW HIRES	61	29	32	19	27	5	1	3	1	1	1			1	2
1983-85 PROMOTIONS	52	17	35	8	27	3	1	5	5	1	2				
1985 REPORTED STAFF	442	264	178	183	137	29	10	40	22	9	5		2	3	2

FRESNO CITY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE							1						1	48,276	48,276
MINORITY MALE			1	1		1	3	2					8	44,795	358,361
WHITE FEMALE				2		2							4	39,379	157,515
WHITE MALE				3	3	4	6	5	1				22	47,683	1,049,017
TOTAL			1	6	3	7	10	7	1				35	45,976	1,609,169
FACULTY															
MINORITY FEMALE			1	3	6								10	33,453	334,525
MINORITY MALE			2	7	21								30	33,520	1,005,603
WHITE FEMALE			6	17	13								36	30,720	1,105,937
WHITE MALE		1	5	13	93	1							113	35,732	4,037,661
TOTAL		1	14	40	133	1							189	34,305	6,483,726
PROF/NON-FACULTY															
MINORITY FEMALE				2	1								3	34,245	102,735
MINORITY MALE					2	3							5	39,698	198,488
WHITE FEMALE				4	2								6	30,192	181,154
WHITE MALE			1	2	2	2							7	36,356	254,494
TOTAL			1	8	7	5							21	35,089	736,871
SECTY/CLERICAL															
MINORITY FEMALE	1	12	1										14	15,912	222,762
MINORITY MALE		2											2	17,316	34,631
WHITE FEMALE	4	44	5										53	15,949	845,283
WHITE MALE		2											2	17,814	35,628
TOTAL	5	60	6										71	16,032	1,138,304
TECH/PARAPROF															
MINORITY FEMALE		3	4										7	20,093	140,653
MINORITY MALE		4	6										10	20,548	205,483
WHITE FEMALE	1	2	21										24	20,670	496,077
WHITE MALE		6	5	2									13	21,398	278,170
TOTAL	1	15	36	2									54	20,748	1,120,383
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE		2	2										4	18,810	75,239
WHITE FEMALE															
WHITE MALE			6	1									7	23,523	164,662
TOTAL		2	8	1									11	21,809	239,901
SERVICE/MAINT															
MINORITY FEMALE	3	3											6	12,323	73,936
MINORITY MALE		21	1										22	14,953	328,962
WHITE FEMALE	9	5											14	11,959	167,423
WHITE MALE		13	5	1									19	18,208	345,943
TOTAL	12	42	6	1									61	15,021	916,264
GRAND TOTAL															
MINORITY FEMALE	4	18	6	5	7		1						41	22,509	922,887
MINORITY MALE		29	12	8	23	4	3	2					81	27,244	2,206,767
WHITE FEMALE	14	51	32	23	15	2							137	21,528	2,949,389
WHITE MALE		22	22	22	98	7	6	5	1				183	33,692	6,165,575
TOTAL	18	120	72	58	143	13	10	7	1				442	27,703	12,244,618

FRESNO CITY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE			1										1	2.80	33.0
MINORITY MALE				2	1	3	1	1					8	22.80	45.9
WHITE FEMALE				1		1	1		1				4	11.40	49.8
WHITE MALE			2	1	1	1	7	8	2				22	62.80	51.6
TOTAL			3	4	2	5	9	9	3				35	99.80	49.5
FACULTY															
MINORITY FEMALE			1	4		1	2	2					10	5.20	44.8
MINORITY MALE				5	6	5	6	5	2	1			30	15.80	48.8
WHITE FEMALE		1	6	9	7	6	2	3	1		1		36	19.00	42.9
WHITE MALE			1	8	12	25	25	24	18				113	59.70	51.4
TOTAL		1	8	26	25	37	35	34	21	1	1		189	99.70	49.0
PROF/NON-FACULTY															
MINORITY FEMALE			1		2								3	14.20	38.0
MINORITY MALE					4	1							5	23.80	43.4
WHITE FEMALE			1	1	2	1		1					6	28.50	41.7
WHITE MALE				1	1	3	1	1					7	33.30	46.1
TOTAL			2	2	9	5	1	2					21	99.80	43.0
SECTY/CLERICAL															
MINORITY FEMALE	2	2	4	4			1	1					14	19.70	34.7
MINORITY MALE			1					1					2	2.80	44.5
WHITE FEMALE		5	7	6	8	6	11	6	3	1			53	74.60	44.5
WHITE MALE			1						1				2	2.80	48.0
TOTAL	2	7	13	10	8	6	12	8	4	1			71	99.90	42.6
TECH/PARAPROF															
MINORITY FEMALE			2	2	1	1			1				7	12.90	40.9
MINORITY MALE			1	4	2		3						10	18.50	41.3
WHITE FEMALE		2	3	5	2	1	5	5	1				24	44.40	44.9
WHITE MALE		1	3	1	4	3			1				13	24.00	40.3
TOTAL		3	9	12	9	5	8	5	3				54	99.80	42.6
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE						1	2		1				4	36.30	52.3
WHITE FEMALE															
WHITE MALE				3	1		1	1	1				7	63.60	46.9
TOTAL				3	1	1	3	1	2				11	99.90	48.8
SERVICE/MAINT															
MINORITY FEMALE				1	2	1	2						6	9.80	44.8
MINORITY MALE	1	7		4		3	3	2	2				22	36.00	40.5
WHITE FEMALE					2	1	1	4	5	1			14	22.90	56.1
WHITE MALE	1	5	5	2	1	1	2	1	1				19	31.10	37.2
TOTAL	2	12	5	7	5	6	8	7	8	1			61	99.80	43.5
GRAND TOTAL															
MINORITY FEMALE	2	2	9	11	5	3	5	3	1				41	9.20	39.9
MINORITY MALE	1	7	2	15	13	13	15	9	5	1			81	18.30	45.0
WHITE FEMALE		8	17	22	21	16	20	19	11	2	1		137	30.90	45.4
WHITE MALE	1	6	12	16	20	33	36	35	24				183	41.40	48.8
TOTAL	4	23	40	64	59	65	76	66	41	3	1		442	99.80	46.2

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 4 full-time persons were hired	25%	25%	0	50%
• 11 were promoted	9%	18%	27%	45%
• Fall 1985: 34 positions were reported filled in Executive/Administrative/Managerial	3%	26%	9%	62%
▸ 6% of the persons in this position category were 60 years of age or older				
Faculty				
• 29 full-time faculty were hired	7%	52%	3%	38%
• 1 was promoted	0	0	0	100%
• Fall 1985: 233 positions were reported filled in Faculty	4%	24%	6%	66%
▸ 11% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 24 positions were reported filled in Professional/Non-Faculty	21%	46%	4%	29%
▸ 17% of the persons in this position category were 60 years of age or older				
College-Wide				
• 84 full-time persons were hired	29%	33%	18%	20%
• 32 were promoted	9%	41%	13%	37%
• Fall 1985: 477 positions were reported filled college-wide	9%	36%	9%	47%

- Reported in the two lowest salary ranges were:
  29% of all females and, of these, 15% were minority females
  9% of all males and, of these, 46% were minority males

- 41% of all full-time females employed by the college were in the secretarial/clerical position category; 19% of these were filled by minority females.

- 16% of all full-time males employed by the college were in the service/maintenance position category; 44% of these were filled by minority males.

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $4,129 or 83%

- In the skilled crafts position category, white males filled 100% of the positions

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FULLERTON COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	7	5	2	4	2					1					
1983-85 NEW HIRES	4	2	2	2	1										1
1983-85 PROMOTIONS	11	8	3	5	2			3	1						
1985 REPORTED STAFF	34	24	10	21	9			3	1						
FACULTY															
1983-85 SEPARATIONS	83	53	30	49	23		1	1	3	2	2			1	1
1983-85 NEW HIRES	29	12	17	11	15		1			1	1				
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	233	166	67	153	57			8	5	4	2		2	1	1
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	24	8	16	7	11		1	1	3		1				
SECTY/CLERICAL															
1983-85 SEPARATIONS	11		11		7		1		2						1
1983-85 NEW HIRES	20	2	18	1	5	1			1		2				10
1983-85 PROMOTIONS	7		7		5		1		1						
1985 REPORTED STAFF	88	2	86	1	70	1	1		9		4		1		1
TECH/PARAPROF															
1983-85 SEPARATIONS	10	2	8	1	6						1			1	1
1983-85 NEW HIRES	12	4	8		4			2	1					2	3
1983-85 PROMOTIONS	4	2	2	2	2										
1985 REPORTED STAFF	35	17	18	11	12		1	5	5	1					
SKILLED CRAFTS															
1983-85 SEPARATIONS	2	2		2											
1983-85 NEW HIRES	1	1												1	
1983-85 PROMOTIONS	2	2		2											
1985 REPORTED STAFF	5	5		5											
SERVICE/MAINT															
1983-85 SEPARATIONS	15	11	4	4	4	2		4						1	
1983-85 NEW HIRES	18	11	7	3	3	3		2						3	4
1983-85 PROMOTIONS	7	3	4	2	4							1			
1985 REPORTED STAFF	58	43	15	24	12	8	1	6	2			4		1	
GRAND TOTAL															
1983-85 SEPARATIONS	128	73	55	60	42	2	2	5	5	3	3			3	3
1983-85 NEW HIRES	84	32	52	17	28	4	1	4	2	1	3			6	18
1983-85 PROMOTIONS	32	16	16	12	13		1	3	2			1			
1985 REPORTED STAFF	477	265	212	222	171	9	4	23	25	5	7	4	3	2	2

FULLERTON COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE								1					1	55,153	55,153
MINORITY MALE				1	1			1					3	41,090	123,271
WHITE FEMALE			2	1		1	2	3					9	44,332	398,986
WHITE MALE				1	3	2	6	8		1			21	49,877	1,047,415
TOTAL			2	3	4	3	8	13		1			34	47,789	1,624,825
FACULTY															
MINORITY FEMALE		1			9								10	35,455	354,546
MINORITY MALE			1	2	10								13	35,059	455,764
WHITE FEMALE		1	8	16	28	4							57	33,567	1,913,298
WHITE MALE		1	10	14	112	16							153	36,746	5,622,090
TOTAL		3	19	32	159	20							233	35,818	8,345,698
PROF/NON-FACULTY															
MINORITY FEMALE				2	2	1							5	34,915	174,575
MINORITY MALE						1							1	41,359	41,359
WHITE FEMALE	1			3	6	1							11	33,166	364,827
WHITE MALE		1			1	5							7	39,346	275,421
TOTAL	1	1		5	9	8							24	35,674	856,182
SECTY/CLERICAL															
MINORITY FEMALE		7	8	1									16	19,170	306,727
MINORITY MALE		1											1	17,748	17,748
WHITE FEMALE		33	35	2									70	19,062	1,334,329
WHITE MALE		1											1	18,960	18,960
TOTAL		42	43	3									88	19,066	1,677,764
TECH/PARAPROF															
MINORITY FEMALE	1		5										6	20,105	120,628
MINORITY MALE		2	4										6	20,729	124,371
WHITE FEMALE		5	6	1									12	20,149	241,782
WHITE MALE		2	3	3	3								11	26,191	288,099
TOTAL	1	9	18	4	3								35	22,139	774,880
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE		1	1	3									5	25,268	126,342
TOTAL		1	1	3									5	25,268	126,342
SERVICE/MAINT															
MINORITY FEMALE			3										3	21,352	64,056
MINORITY MALE		8	11										19	19,403	368,665
WHITE FEMALE	10	2											12	11,332	135,980
WHITE MALE	1	6	15	1	1								24	21,228	509,477
TOTAL	11	16	29	1	1								58	18,589	1,078,178
GRAND TOTAL															
MINORITY FEMALE	1	8	16	3	11	1		1					41	26,236	1,075,685
MINORITY MALE		11	16	3	11	1		1					43	26,306	1,131,178
WHITE FEMALE	11	41	51	23	34	6	2	3					171	25,668	4,389,202
WHITE MALE	1	12	29	22	120	23	6	8		1			222	35,531	7,887,804
TOTAL	13	72	112	51	176	31	8	13		1			477	30,365	14,483,869

FULLERTON COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE				1									1	2.90	37.0
MINORITY MALE			1	1	1								3	8.80	37.0
WHITE FEMALE			1	4		1	2	1					9	26.40	43.0
WHITE MALE				4	3	5	2	5	2				21	61.70	48.8
TOTAL			2	10	4	6	4	6	2				34	99.80	45.9
FACULTY															
MINORITY FEMALE				1		2	2		5				10	4.20	54.6
MINORITY MALE				2	1	4	1	4		1			13	5.50	50.2
WHITE FEMALE		1	3	9	9	14	7	8	5	1			57	24.40	47.5
WHITE MALE		3	5	16	15	23	46	31	10	4			153	65.60	49.6
TOTAL		4	8	28	25	43	56	43	20	6			233	99.70	49.3
PROF/NON-FACULTY															
MINORITY FEMALE			2		1	1			1				5	20.80	42.4
MINORITY MALE						1							1	4.10	46.0
WHITE FEMALE	1				4	2	1	2	1				11	45.80	46.9
WHITE MALE				1	1		2	1	2				7	29.10	52.0
TOTAL	1		2	1	6	4	3	3	4				24	99.80	47.4
SECTY/CLERICAL															
MINORITY FEMALE	2	4	1	5		1	2	1					16	18.10	36.3
MINORITY MALE		1											1	1.10	28.0
WHITE FEMALE	3	6	8	6	5	16	10	6	8	2			70	79.50	45.3
WHITE MALE			1										1	1.10	30.0
TOTAL	5	11	10	11	5	17	12	7	8	2			88	99.80	43.3
TECH/PARAPROF															
MINORITY FEMALE		2	1	3									6	17.10	33.7
MINORITY MALE		4			2								6	17.10	31.3
WHITE FEMALE	1	1	3	2	1		2		2				12	34.20	40.8
WHITE MALE			2	5		3	1						11	31.40	40.3
TOTAL	1	7	6	10	3	3	3		2				35	99.80	37.8
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE		1	2	1	1								5	100.00	34.8
TOTAL		1	2	1	1								5	100.00	34.8
SERVICE/MAINT															
MINORITY FEMALE					1		1	1					3	5.10	50.7
MINORITY MALE	2	1	6	5	1	1	1	1	1				19	32.70	37.5
WHITE FEMALE		2		2	2	3	1	2					12	20.60	43.5
WHITE MALE	1	4	5	2	2	2	2	1	4	1			24	41.30	42.8
TOTAL	3	7	11	9	6	6	5	5	5	1			58	99.70	41.6
GRAND TOTAL															
MINORITY FEMALE	2	6	4	10	2	4	5	2	6				41	8.50	42.2
MINORITY MALE	2	6	7	8	5	6	2	5	1	1			43	9.00	40.4
WHITE FEMALE	5	10	15	23	21	36	23	19	16	3			171	35.80	45.6
WHITE MALE	1	8	15	29	22	33	53	38	18	5			222	46.50	48.0
TOTAL	10	30	41	70	50	79	83	64	41	9			477	99.80	45.9

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 1 full-time person was hired	0	0	0	100%
• 3 were promoted	0	0	0	100%
• Fall 1985 9 positions were reported filled in Executive/Administrative/Managerial	0	33%	11%	56%
▸ None of the persons in this position category was 60 years of age or older.				
Faculty				
• 8 full-time faculty were hired	13%	50%	25%	13%
• 1 was promoted	100%	0	0	0
• Fall 1985: 58 positions were reported filled in Faculty	7%	28%	10%	55%
▸ 3% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 2 full-time persons were hired	50%	50%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 10 positions were reported filled in Professional/Non-Faculty	10%	60%	10%	20%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 24 full-time persons were hired	21%	54%	17%	8%
• 5 were promoted	20%	0	20%	60%
• Fall 1985: 123 positions were reported filled college-wide	12%	42%	11%	34%

- Reported in the two lowest salary ranges were:
  40% of all females and, of these, 37% were minority females
  13% of all males and, of these, 86% were minority males.

- 34% of all full-time females employed by the college were in the secretarial/clerical position category; 30% of these were filled by minority females

- 14% of all full-time males employed by the college were in the service/maintenance position category; 63% of these were filled by minority males.

- In the skilled crafts position category, males filled 50% of the positions and, of these, minority males filled 100%

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GAVILAN COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	4	3	1	3	1										
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS	3	3		3											
1985 REPORTED STAFF	9	6	3	5	3			1							
FACULTY															
1983-85 SEPARATIONS	14	7	7	6	7			1							
1983-85 NEW HIRES	8	3	5	1	4			2			1				
1983-85 PROMOTIONS	1		1								1				
1985 REPORTED STAFF	58	38	20	32	16			6	2		1		1		
PROF/NON-FACULTY															
1983-85 SEPARATIONS	4	2	2	2					1		1				
1983-85 NEW HIRES	2		2		1				1						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	10	3	7	2	6			1	1						
SECTY/CLERICAL															
1983-85 SEPARATIONS	9		9		6				3						
1983-85 NEW HIRES	8		8		6				2						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	23		23		16				6		1				
TECH/PARAPROF															
1983-85 SEPARATIONS	1	1						1							
1983-85 NEW HIRES	2		2		2										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	8		8		8										
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	2	1	1		1					1					
SERVICE/MAINT															
1983-85 SEPARATIONS	9	6	3	4	2			2	1						
1983-85 NEW HIRES	3	2	1					2	1						
1983-85 PROMOTIONS	1	1						1							
1985 REPORTED STAFF	13	8	5	3	2			5	3						
GRAND TOTAL															
1983-85 SEPARATIONS	41	19	22	15	16			4	5		1				
1983-85 NEW HIRES	24	6	18	2	13			4	4		1				
1983-85 PROMOTIONS	5	4	1	3				1			1				
1985 REPORTED STAFF	123	56	67	42	52			13	12	1	2		1		

GAVILAN COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE					1								1	33,986	33,986
WHITE FEMALE				1	2								3	34,479	103,438
WHITE MALE					3	2							5	40,542	202,708
TOTAL				1	6	2							9	37,792	340,132
FACULTY															
MINORITY FEMALE			3		1								4	26,681	106,723
MINORITY MALE				4	2								6	31,912	191,470
WHITE FEMALE			2	10	4								16	29,976	479,623
WHITE MALE				12	19	1							32	33,744	1,079,810
TOTAL			5	26	26	1							58	32,028	1,857,626
PROF/NON-FACULTY															
MINORITY FEMALE		1											1	16,110	16,110
MINORITY MALE					1								1	35,287	35,287
WHITE FEMALE			2	3	1								6	27,706	166,236
WHITE MALE			1	1									2	26,092	52,183
TOTAL		1	3	4	2								10	26,982	269,816
SECTY/CLERICAL															
MINORITY FEMALE	1	6											7	15,750	110,249
MINORITY MALE															
WHITE FEMALE	1	11	4										16	16,813	269,010
WHITE MALE															
TOTAL	2	17	4										23	16,490	379,259
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE	1	2	4	1									8	19,186	153,486
WHITE MALE															
TOTAL	1	2	4	1									8	19,186	153,486
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE		1											1	16,506	16,506
WHITE FEMALE		1											1	16,704	16,704
WHITE MALE															
TOTAL		2											2	16,605	33,210
SERVICE/MAINT															
MINORITY FEMALE		2	1										3	18,131	54,392
MINORITY MALE	1	4											5	15,387	76,934
WHITE FEMALE		1	1										2	20,916	41,832
WHITE MALE		1	2										3	20,745	62,235
TOTAL	1	8	4										13	18,107	235,393
GRAND TOTAL															
MINORITY FEMALE	1	9	4		1								15	19,165	287,474
MINORITY MALE	1	5		4	4								14	25,299	354,183
WHITE FEMALE	2	15	13	15	7								52	23,660	1,230,329
WHITE MALE		1	3	13	22	3							42	33,260	1,396,936
TOTAL	4	30	20	32	34	3							123	26,577	3,268,922

GAVILAN COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE				1									1	11.10	39.0
WHITE FEMALE					3								3	33.30	42.7
WHITE MALE					2	1	2						5	55.50	47.4
TOTAL				1	5	1	2						9	99.90	44.9
FACULTY															
MINORITY FEMALE		1		2		1							4	6.80	37.3
MINORITY MALE				1	3	1	1						6	10.30	43.8
WHITE FEMALE		2	1	8	3		1		1				16	27.50	39.0
WHITE MALE				3	11	5	11	1	1				32	55.10	46.7
TOTAL		3	1	14	17	7	13	1	2				58	99.70	43.6
PROF/NON-FACULTY															
MINORITY FEMALE			1										1	10.00	31.0
MINORITY MALE								1					1	10.00	55.0
WHITE FEMALE			2	1	1		1	1					6	60.00	42.5
WHITE MALE				1		1							2	20.00	42.5
TOTAL			3	2	1	1	1	2					10	100.00	42.6
SECTY/CLERICAL															
MINORITY FEMALE		1	2	2	1		1						7	30.40	37.4
MINORITY MALE															
WHITE FEMALE	1			2	5	3	3	1	1				16	69.50	44.4
WHITE MALE															
TOTAL	1	1	2	4	6	3	4	1	1				23	99.90	42.3
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				3	1	1	2	1					8	100.00	45.6
WHITE MALE															
TOTAL				3	1	1	2	1					8	100.00	45.6
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE								1					1	50.00	56.0
WHITE FEMALE									1				1	50.00	61.0
WHITE MALE															
TOTAL								1	1				2	100.00	58.5
SERVICE/MAINT															
MINORITY FEMALE						1		2					3	23.00	53.7
MINORITY MALE		1	2		1		1						5	38.40	37.4
WHITE FEMALE			1						1				2	15.30	46.5
WHITE MALE								1	2				3	23.00	59.7
TOTAL		1	3		1	1	1	3	3				13	99.70	47.7
GRAND TOTAL															
MINORITY FEMALE		2	3	4	1	2	1	2					15	12.10	40.2
MINORITY MALE		1	2	2	4	1	2	2					14	11.30	42.9
WHITE FEMALE	1	2	4	14	13	4	7	3	4				52	42.20	43.0
WHITE MALE				4	13	7	13	2	3				42	34.10	47.5
TOTAL	1	5	9	24	31	14	23	9	7				123	99.70	44.2

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 5 full-time persons were hired	0	20%	20%	60%
• 2 were promoted	50%	50%	0	0
• Fall 1985: 22 positions were reported filled in Executive/Administrative/Managerial	5%	32%	18%	45%
▸ 9% of the persons in this position category were 60 years of age or older				
Faculty				
• 20 full-time faculty were hired	5%	30%	0	65%
• 1 was promoted	0	100%	0	0
• Fall 1985: 145 positions were reported filled in Faculty	5%	32%	4%	59%
▸ 12% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 11 positions were reported filled in Professional/Non-Faculty	0	36%	9%	55%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 40 full-time persons were hired	10%	32%	10%	47%
• 8 were promoted	25%	75%	0	0
• Fall 1985: 297 positions were reported filled college-wide	7%	44%	8%	41%

- Reported in the two lowest salary ranges were:
  48% of all females and, of these, 14% were minority females
  18% of all males and, of these, 52% were minority males

- 48% of all full-time females employed by the college were in the secretarial/clerical position category; 14% of these were filled by minority females

- 18% of all full-time males employed by the college were in the service/maintenance position category; 46% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $390 or 98%

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GLENDALE CMNTY COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	12	9	3	8	1		1	1							1
1983-85 NEW HIRES	5	4	1	3	1			1							
1983-85 PROMOTIONS	2		2		1		1								
1985 REPORTED STAFF	22	14	8	10	7			2		2			1		
FACULTY															
1983-85 SEPARATIONS	21	13	8	12	7		1	1							
1983-85 NEW HIRES	20	13	7	13	6						1				
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	145	92	53	86	46		2	5		1	5				
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	11	7	4	6	4			1							
SECTY/CLERICAL															
1983-85 SEPARATIONS	7		7		7										
1983-85 NEW HIRES	8	1	7		5	1			2						
1983-85 PROMOTIONS	4		4		3						1				
1985 REPORTED STAFF	74	2	72	1	62	1			7		3				
TECH/PARAPROF															
1983-85 SEPARATIONS	7	6	1	5						1	1				
1983-85 NEW HIRES	6	4	2	2	1			1		1	1				
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	14	5	9	4	8			1			1				
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
SERVICE/MAINT															
1983-85 SEPARATIONS	4	4		3				1							
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	31	26	5	14	4	2		7	1	2				1	
GRAND TOTAL															
1983-85 SEPARATIONS	51	32	19	28	15		2	3		1	1				1
1983-85 NEW HIRES	40	23	17	19	13	1		2	2	1	2				
1983-85 PROMOTIONS	8		8		6		1				1				
1985 REPORTED STAFF	297	146	151	121	131	3	2	16	8	5	9		1	1	

GLENDALE CMNTY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE						1							1	43,206	43,206
MINORITY MALE		1			1	1	1						4	35,567	142,266
WHITE FEMALE			4	1				2					7	33,340	233,380
WHITE MALE			1	1		1	4	2	1				10	47,895	478,951
TOTAL		1	5	2	1	3	5	4	1				22	40,809	897,803
FACULTY															
MINORITY FEMALE			1	2	4								7	32,584	228,091
MINORITY MALE				2	3		1						6	35,870	215,221
WHITE FEMALE			3	16	19	7	1						46	34,877	1,604,360
WHITE MALE			6	24	44	11	1						86	34,792	2,992,115
TOTAL			10	44	70	18	3						145	34,757	5,039,787
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE						1							1	43,670	43,670
WHITE FEMALE					3	1							4	38,858	155,432
WHITE MALE					3	3							6	40,461	242,768
TOTAL					6	5							11	40,170	441,870
SECTY/CLERICAL															
MINORITY FEMALE		8	2										10	16,650	166,503
MINORITY MALE		1											1	13,610	13,610
WHITE FEMALE		54	8										62	16,648	1,032,182
WHITE MALE		1											1	14,647	14,647
TOTAL		64	10										74	16,580	1,226,942
TECH/PARAPROF															
MINORITY FEMALE		1											1	14,123	14,123
MINORITY MALE		1											1	12,228	12,228
WHITE FEMALE		4	4										8	17,569	140,552
WHITE MALE		3		1									4	18,913	75,651
TOTAL		9	4	1									14	17,325	242,554
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE	1												1	10,972	10,972
MINORITY MALE		11	1										12	16,172	194,059
WHITE FEMALE	1	3											4	14,787	59,148
WHITE MALE		9	5										14	18,305	256,270
TOTAL	2	23	6										31	16,789	520,449
GRAND TOTAL															
MINORITY FEMALE	1	9	3	2	4	1							20	23,145	462,895
MINORITY MALE		14	1	2	4	2	2						25	24,842	621,054
WHITE FEMALE	1	61	19	17	22	8	1	2					131	24,619	3,225,054
WHITE MALE		13	12	26	47	15	5	2	1				121	33,557	4,060,402
TOTAL	2	97	35	47	77	26	8	4	1				297	28,180	8,369,405

GLENDALE CMNTY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE							1						1	4.50	50.0
MINORITY MALE			1	2		1							4	18.10	37.8
WHITE FEMALE				1		1	2	2		1			7	31.80	53.3
WHITE MALE			1		2	1	2	3		1			10	45.40	50.3
TOTAL			2	3	2	3	5	5		2			22	99.80	49.0
FACULTY															
MINORITY FEMALE			1	2	1	1	1	1					7	4.80	43.6
MINORITY MALE				3	3								6	4.10	40.3
WHITE FEMALE			6	9	5	4	7	8	5	2			46	31.70	47.8
WHITE MALE		1	9	15	23	10	11	7	6	4			86	59.30	45.7
TOTAL		1	16	29	32	15	19	16	11	6			145	99.90	46.1
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE				1									1	9.00	38.0
WHITE FEMALE			1		1		1	1					4	36.30	46.0
WHITE MALE			1	1	3			1					6	54.50	42.2
TOTAL			2	2	4		1	2					11	99.80	43.2
SECTY/CLERICAL															
MINORITY FEMALE		2		2		2	3		1				10	13.50	44.1
MINORITY MALE					1								1	1.30	43.0
WHITE FEMALE		4	4	2	3	8	16	11	12	2			62	83.70	50.9
WHITE MALE			1										1	1.30	30.0
TOTAL		6	5	4	4	10	19	11	13	2			74	99.80	49.6
TECH/PARAPROF															
MINORITY FEMALE				1									1	7.10	37.0
MINORITY MALE			1										1	7.10	30.0
WHITE FEMALE					2	1	4	1					8	57.10	49.0
WHITE MALE		1	2		1								4	28.50	32.8
TOTAL		1	3	1	3	1	4	1					14	99.80	42.1
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE									1				1	3.20	62.0
MINORITY MALE	2	4			2	3	1						12	38.70	36.4
WHITE FEMALE								3		1			4	12.90	60.3
WHITE MALE	1	4	1	1	2	2	1			1	1		14	45.10	40.2
TOTAL	3	8	1	1	4	5	2	3	1	2	1		31	99.90	42.0
GRAND TOTAL															
MINORITY FEMALE		2	1	5	1	3	5	1	2				20	6.70	44.8
MINORITY MALE	2	4	2	6	6	4	1						25	8.40	37.6
WHITE FEMALE		4	11	12	11	14	30	26	17	6			131	44.10	49.9
WHITE MALE	1	6	15	17	31	13	14	11	6	6	1		121	40.70	44.7
TOTAL	3	16	29	40	49	34	50	38	25	12	1		297	99.90	46.4

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 1 full-time persons was hired	0	100%	0	0
• 2 were promoted	0	50%	50%	0
• Fall 1985: 28 positions were reported filled in Executive/Administrative/Managerial	4%	39%	7%	50%
▸ 4% of the persons in this position category were 60 years of age or older				
Faculty				
• 30 full-time faculty were hired	0	67%	0	33%
• 9 were promoted	0	78%	0	22%
• Fall 1985: 242 positions were reported filled in Faculty	4%	38%	3%	55%
▸ 5% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 3 full-time persons were hired	0	33%	33%	33%
• None was promoted	0	0	0	0
• Fall 1985: 17 positions were reported filled in Professional/Non-Faculty	0	65%	6%	29%
▸ 6% of the persons in this position category were 60 years of age or older				
College-Wide				
• 56 full-time persons were hired	0	61%	5%	34%
• 31 were promoted	3%	65%	10%	23%
• Fall 1985: 456 positions were reported filled college-wide	5%	45%	7%	43%

- Reported in the two lowest salary ranges were:
  18% of all females and, of these, 7% were minority females.
  4% of all males and, of these, 25% were minority males.
- 30% of all full-time females employed by the college were in the secretarial/clerical position category; 7% of these were filled by minority females
- 14% of all full-time males employed by the college were in the service/maintenance position category; 50% of these were filled by minority males
- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $4,941 or 81%
- In the skilled crafts position category, males filled 94% of the positions and, of these, minority males filled 18%

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GOLDEN WEST COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	4	3	1	3	1										
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS	2	1	1		1			1							
1985 REPORTED STAFF	28	16	12	14	11	1		1			1				
FACULTY															
1983-85 SEPARATIONS	26	14	12	13	11									1	1
1983-85 NEW HIRES	30	10	20	10	20										
1983-85 PROMOTIONS	9	2	7	2	7										
1985 REPORTED STAFF	242	139	103	132	93	1	1	5	2		6			1	1
PROF/NON-FACULTY															
1983-85 SEPARATIONS	1		1								1				
1983-85 NEW HIRES	3	2	1	1	1			1							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	17	6	11	5	11			1							
SECTY/CLERICAL															
1983-85 SEPARATIONS	16		16		15						1				
1983-85 NEW HIRES	8	2	6	1	6					1					
1983-85 PROMOTIONS	11	1	10	1	9								1		
1985 REPORTED STAFF	73	4	69	3	64				3	1	1		1		
TECH/PARAPROF															
1983-85 SEPARATIONS	7	3	4	2	4			1							
1983-85 NEW HIRES	5	3	2	3	2										
1983-85 PROMOTIONS	5	2	3	1	3							1			
1985 REPORTED STAFF	28	14	14	12	11				1	1	2	1			
SKILLED CRAFTS															
1983-85 SEPARATIONS	2	2		2											
1983-85 NEW HIRES	2	1	1	1	1										
1983-85 PROMOTIONS	2	2		2											
1985 REPORTED STAFF	18	17	1	14	1			3							
SERVICE/MAINT															
1983-85 SEPARATIONS	9	4	5	3	5			1							
1983-85 NEW HIRES	7	4	3	3	3							1			
1983-85 PROMOTIONS	2	2		1								1			
1985 REPORTED STAFF	50	32	18	16	14	3	1	6	1		1	6		1	1
GRAND TOTAL															
1983-85 SEPARATIONS	65	26	39	23	36			2			2			1	1
1983-85 NEW HIRES	56	22	34	19	34			1		1		1			
1983-85 PROMOTIONS	31	10	21	7	20			1				2	1		
1985 REPORTED STAFF	456	228	228	196	205	5	2	16	7	2	11	7	1	2	2

GOLDEN WEST COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE						1							1	46,825	46.825
MINORITY MALE						1				1			2	57,799	115,598
WHITE FEMALE		1		1	1	1	2	4	1				11	47,608	523,688
WHITE MALE	1						3	7	3				14	53,883	754,366
TOTAL	1	1		1	1	3	5	11	4	1			28	51,446	1,440,477
FACULTY															
MINORITY FEMALE			1		2	7							10	39,476	394,760
MINORITY MALE					4	3							7	38,469	269,285
WHITE FEMALE	2	2	7	15	24	42	1						93	35,974	3,345,543
WHITE MALE		2	2	7	28	89	4						132	40,410	5,334,170
TOTAL	2	4	10	22	58	141	5						242	38,611	9,343,758
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE		1											1	17,370	17,370
WHITE FEMALE		1	5	5									11	25,204	277,240
WHITE MALE			3	2									5	25,662	128,308
TOTAL		2	8	7									17	24,878	422,918
SECTY/CLERICAL															
MINORITY FEMALE			5										5	20,844	104,220
MINORITY MALE			1										1	19,362	19,362
WHITE FEMALE		20	39	5									64	20,787	1.330,369
WHITE MALE		1	2										3	20,289	60,866
TOTAL		21	47	5									73	20,751	1,514,817
TECH/PARAPROF															
MINORITY FEMALE		1	2										3	22,431	67,294
MINORITY MALE			1		1								2	30,601	61,201
WHITE FEMALE		3	6	2									11	21,429	235,718
WHITE MALE		1	4	6	1								12	25,915	310,985
TOTAL		5	13	8	2								28	24,114	675,198
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				3									3	26,796	80,388
WHITE FEMALE			1										1	19,126	19,125
WHITE MALE			6	6	2								14	27,350	382,900
TOTAL			7	9	2								18	26,801	482,414
SERVICE/MAINT															
MINORITY FEMALE		2	2										4	18,156	72,622
MINORITY MALE		1	13	2									16	21,552	344,831
WHITE FEMALE		9	5										14	17,510	245,139
WHITE MALE		1	14	1									16	21,923	350,769
TOTAL		13	34	3									50	20,267	1,013,361
GRAND TOTAL															
MINORITY FEMALE		3	10		2	8							23	29,814	685,721
MINORITY MALE		2	15	5	5	4				1			32	28,376	908,035
WHITE FEMALE	2	36	63	28	25	43	3	4	1				205	29,155	5,976,823
WHITE MALE	1	5	31	22	31	89	7	7	3				196	37,359	7,322,364
TOTAL	3	46	119	55	63	144	10	11	4	1			456	32,660	14,892,943

GOLDEN WEST COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE			1										1	3.50	34.0
MINORITY MALE			1					1					2	7.10	44.5
WHITE FEMALE			1		4	4	1			1			11	39.20	45.9
WHITE MALE				3		2	5	4					14	50.00	49.4
TOTAL			3	3	4	6	6	5		1			28	99.80	47.1
FACULTY															
MINORITY FEMALE				1	2	4	2		1				10	4.10	47.6
MINORITY MALE			1	1	3		2						7	2.80	42.7
WHITE FEMALE		1	1	14	24	23	14	10	5	1			93	38.40	46.7
WHITE MALE			7	19	29	28	27	17	5				132	54.50	46.5
TOTAL		1	9	35	58	55	45	27	11	1			242	99.80	46.5
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE		1											1	5.80	26.0
WHITE FEMALE			3	2	2	2		1	1				11	64.70	42.1
WHITE MALE		1		1	1	1		1					5	29.40	42.2
TOTAL		2	3	3	3	3		2	1				17	99.90	41.2
SECTY/CLERICAL															
MINORITY FEMALE		1		1	2		1						5	6.80	39.8
MINORITY MALE				1									1	1.30	37.0
WHITE FEMALE	5	9	4	7	5	10	10	8	6				64	87.60	43.3
WHITE MALE		1		1			1						3	4.10	38.7
TOTAL	5	11	4	10	7	10	12	8	6				73	99.80	42.8
TECH/PARAPROF															
MINORITY FEMALE		1					2						3	10.70	43.7
MINORITY MALE		1				1							2	7.10	38.0
WHITE FEMALE		2	3			3	2		1				11	39.20	41.0
WHITE MALE	2	2	5	1				2					12	42.80	34.2
TOTAL	2	6	8	1		4	4	2	1				28	99.80	38.1
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1		1	1							3	16.60	41.3
WHITE FEMALE	1												1	5.50	24.0
WHITE MALE	1		4	2	2	2	1	2					14	77.70	40.6
TOTAL	2		5	2	3	3	1	2					18	99.80	39.8
SERVICE/MAINT															
MINORITY FEMALE		1			1	1		1					4	8.00	42.8
MINORITY MALE	1	1	2	1	1	4	2	1	2	1			16	32.00	46.3
WHITE FEMALE			1	1	6	2	2	1	1				14	28.00	45.8
WHITE MALE		4		1	1	1	1	3	5				16	32.00	48.1
TOTAL	1	6	3	3	9	8	5	6	8	1			50	100.00	46.4
GRAND TOTAL															
MINORITY FEMALE		3	1	2	5	5	5	1	1				23	5.00	44.0
MINORITY MALE	1	3	5	3	5	6	4	2	2	1			32	7.00	43.5
WHITE FEMALE	6	12	13	24	41	44	29	20	14	2			205	44.90	44.9
WHITE MALE	3	8	16	28	33	34	35	29	10				196	42.90	45.4
TOTAL	10	26	35	57	84	89	73	52	27	3			456	99.80	45.0

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 14 positions were reported filled in Executive/Administrative/Managerial	0	43%	21%	36%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 3 full-time faculty were hired	0	100%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 179 positions were reported filled in Faculty	4%	28%	5%	62%
▸ 8% of the persons in this position category were 60 years of age or older.				
Professional/Non-Faculty				
• No full-time persons were hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 16 positions were reported filled in Professional/Non-Faculty	13%	25%	13%	50%
▸ 31% of the persons in this position category were 60 years of age or older.				
College-Wide				
• 36 full-time persons were hired	0	64%	14%	22%
• 12 were promoted	0	83%	8%	8%
• Fall 1985: 332 positions were reported filled college-wide.	6%	41%	7%	46%

- Reported in the two lowest salary ranges were:
  - 38% of all females and, of these, 14% were minority females
  - 13% of all males and, of these, 39% were minority males.

- 41% of all full-time females employed by the college were in the secretarial/clerical position category; 11% of these were filled by minority females.

- 11% of all full-time males employed by the college were in the service/maintenance position category; 35% of these were filled by minority males.

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $1,720 or 92%

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GROSSMONT COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE		NON - HISPANIC BLACK		HISPANIC		ASIAN/PAC. ISLANDER		FILIPINO		AMER IND/ AL NATIVE	
				M	F	M	F	M	F	M	F	M	F	M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	3	3		3											
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	14	8	6	5	6	1		1		1					
FACULTY															
1983-85 SEPARATIONS	27	17	10	16	9			1	1						
1983-85 NEW HIRES	3		3		3										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	179	120	59	111	51	1	3	5	1	3	3				1
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	16	10	6	8	4	1	1	1							1
SECTY/CLERICAL															
1983-85 SEPARATIONS	15	2	13	2	11				2						
1983-85 NEW HIRES	15		15		15										
1983-85 PROMOTIONS	11	1	10	1	10										
1985 REPORTED STAFF	68	5	63	4	56			1	6						1
TECH/PARAPROF															
1983-85 SEPARATIONS	7	3	4	3	4										
1983-85 NEW HIRES	5	3	2	3	2										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	22	14	8	13	7	1									1
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	6		6		5		1								
SERVICE/MAINT															
1983-85 SEPARATIONS	8	6	2	4	2			1		1					
1983-85 NEW HIRES	13	10	3	5	3	1		1		3					
1983-85 PROMOTIONS	1	1				1									
1985 REPORTED STAFF	27	20	7	13	7	2		2		2				1	
GRAND TOTAL															
1983-85 SEPARATIONS	60	31	29	28	26			2	3	1					
1983-85 NEW HIRES	36	13	23	8	23	1		1		3					
1983-85 PROMOTIONS	12	2	10	1	10	1									
1985 REPORTED STAFF	332	177	155	154	136	6	5	10	7	6	3			1	4

GROSSMONT COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE					1		2						3	44,367	133,102
WHITE FEMALE					1	1	4						6	47,700	286,200
WHITE MALE							4		1				5	52,337	261,687
TOTAL					2	1	10		1				14	48,642	680,989
FACULTY															
MINORITY FEMALE			1		7								8	34,010	272,079
MINORITY MALE		1		3	5								9	32.131	289,178
WHITE FEMALE		6	5	13	27								51	30,705	1,565,962
WHITE MALE			2	12	97								111	34,876	3.871,281
TOTAL		7	8	28	136								179	33,511	5,998,500
PROF/NON-FACULTY															
MINORITY FEMALE					2								2	38,108	76,215
MINORITY MALE					1	1							2	40,200	80,399
WHITE FEMALE					2	2							4	39,052	156,208
WHITE MALE					3	5							8	40,244	321,949
TOTAL					8	8							16	39,673	634,771
SECTY/CLERICAL															
MINORITY FEMALE		7											7	17,163	120,142
MINORITY MALE		1											1	17,590	17,590
WHITE FEMALE		34	22										56	18,137	1,015,690
WHITE MALE		2	2										4	20,014	80,054
TOTAL		44	24										68	18,139	1,233,476
TECH/PARAPROF															
MINORITY FEMALE			1										1	20,813	20,813
MINORITY MALE			1										1	23,669	23,669
WHITE FEMALE		2	4	1									7	20,062	140,431
WHITE MALE		2	11										13	21,738	282,592
TOTAL		4	17	1									22	21,250	467,505
SKILLED CRAFTS															
MINORITY FEMALE		1											1	16,590	16,590
MINORITY MALE															
WHITE FEMALE		3	1	1									5	19.618	98.089
WHITE MALE															
TOTAL		4	1	1									6	19,113	114,679
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE	1	6											7	14,558	101,904
WHITE FEMALE	4	2	1										7	12,433	87,030
WHITE MALE		10	3										13	16,768	217,983
TOTAL	5	18	4										27	15,071	406,917
GRAND TOTAL															
MINORITY FEMALE		8	2		9								19	26,623	505,839
MINORITY MALE	1	8	1	3	7	1	2						23	28,080	645,842
WHITE FEMALE	4	47	33	15	30	3	4						136	24,629	3,349,610
WHITE MALE		14	18	12	100	5	4		1				154	32,698	5,035,546
TOTAL	5	77	54	30	146	9	10		1				332	28,725	9,536,837

GROSSMONT COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE					1	1	1						3	21.40	48.0
WHITE FEMALE						2	3	1					6	42.80	50.7
WHITE MALE						2	2	1					5	35.70	49.0
TOTAL					1	5	6	2					14	99.90	49.5
FACULTY															
MINORITY FEMALE			1		1	1	3	2					8	4.40	48.9
MINORITY MALE				1		2	3	1	1	1			9	5.00	52.3
WHITE FEMALE			7	6	9	14	6	7	1	1			51	28.40	45.3
WHITE MALE			1	5	17	33	25	19	9	2			111	62.00	50.0
TOTAL			9	12	27	50	37	29	11	4			179	99.80	48.8
PROF/NON-FACULTY															
MINORITY FEMALE					2								2	12.50	41.5
MINORITY MALE							1		1				2	12.50	56.5
WHITE FEMALE							2		2				4	25.00	57.8
WHITE MALE						1	2	3	2				8	50.00	56.1
TOTAL					2	1	5	3	5				16	100.00	54.8
SECTY/CLERICAL															
MINORITY FEMALE				2	1	3		1					7	10.20	45.3
MINORITY MALE			1										1	1.40	31.0
WHITE FEMALE	1	1	7	10	5	9	10	7	4	2			56	82.30	46.2
WHITE MALE		1	1	1					1				4	5.80	40.0
TOTAL	1	2	9	13	6	12	10	8	5	2			68	99.70	45.5
TECH/PARAPROF															
MINORITY FEMALE						1							1	4.50	47.0
MINORITY MALE						1							1	4.50	49.0
WHITE FEMALE			2		1	2		1	1				7	31.80	45.3
WHITE MALE		2	2	4	1	1	1	2					13	59.00	40.7
TOTAL		2	4	4	2	5	1	3	1				22	99.80	42.8
SKILLED CRAFTS															
MINORITY FEMALE		1											1	16.60	28.0
MINORITY MALE															
WHITE FEMALE			1	3		1							5	83.30	39.2
WHITE MALE															
TOTAL		1	1	3		1							6	99.90	37.3
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		2	1	1	2	1							7	25.90	36.6
WHITE FEMALE				1		1	2	2		1			7	25.90	53.0
WHITE MALE	1	2	2	2			2	2	1	1			13	48.10	43.2
TOTAL	1	4	3	4	2	2	4	4	1	2			27	99.90	44.0
GRAND TOTAL															
MINORITY FEMALE		1	1	2	4	5	3	3					19	5.70	45.6
MINORITY MALE		2	2	2	3	5	5	1	2	1			23	6.90	46.3
WHITE FEMALE	1	1	17	20	15	29	23	18	8	4			136	40.90	46.5
WHITE MALE	1	5	6	12	18	37	32	27	13	3			154	46.30	48.7
TOTAL	2	9	26	36	40	76	63	49	23	8			332	99.80	47.4

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 11 full-time persons were hired	9%	27%	9%	55%
• 2 were promoted	0	0	0	100%
• Fall 1985: 26 positions were reported filled in Executive/Administrative/Managerial	8%	12%	12%	69%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 6 full-time faculty were hired	0	33%	0	67%
• 2 were promoted	0	0	0	100%
• Fall 1985: 81 positions were reported filled in Faculty	7%	27%	2%	63%
▸ None of the persons in this position category was 60 years of age or older				
Professional/Non-Faculty				
• 3 full-time persons were hired	0	100%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 12 positions were reported filled in Professional/Non-Faculty	17%	42%	8%	33%
▸ None of the persons in this position category was 60 years of age or older.				
College-Wide				
• 56 full-time persons were hired	11%	54%	11%	25%
• 4 were promoted	0	0	0	100%
• Fall 1985: 207 positions were reported filled college-wide	14%	32%	10%	43%

▸ Reported in the two lowest salary ranges were:
49% of all females and, of these, 42% were minority females
18% of all males and, of these, 40% were minority males.

▸ 47% of all full-time females employed by the college were in the secretarial/clerical position category; 33% of these were filled by minority females.

▸ 16% of all full-time males employed by the college were in the service/maintenance position category; 44% of these were filled by minority males.

▸ In the technical/paraprofessional position category, the mean salary of all females exceeded the mean salary of all males by $10,718 or 164%.

▸ In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 67%.

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HARTNELL COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI- TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	9	6	3	4	3			2							
1983-85 NEW HIRES	11	7	4	6	3	1			1						
1983-85 PROMOTIONS	2	2		2											
1985 REPORTED STAFF	26	21	5	18	3	1		2	2						
FACULTY															
1983-85 SEPARATIONS	31	22	9	21	7		2	1							
1983-85 NEW HIRES	6	4	2	4	2										
1983-85 PROMOTIONS	2	2		2											
1985 REPORTED STAFF	81	53	28	51	22			2	5		1				
PROF/NON-FACULTY															
1983-85 SEPARATIONS	3	1	2		2							1			
1983-85 NEW HIRES	3		3		3										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	12	5	7	4	5				1	1	1				
SECTY/CLERICAL															
1983-85 SEPARATIONS	20	1	19	1	14		1		4						
1983-85 NEW HIRES	26	2	24		20			1	4					1	
1983-85 PROMOTIONS															
1985 REPORTED STAFF	49	3	46	1	31			1	11		2		1	1	1
TECH/PARAPROF															
1983-85 SEPARATIONS	3	2	1	2							1				
1983-85 NEW HIRES	4	2	2	2	2										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	7	4	3	4	3										
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES	1	1						1							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	6	6		2				2		1		1			
SERVICE/MAINT															
1983-85 SEPARATIONS	5	5				1		4							
1983-85 NEW HIRES	5	4	1	2			1	2							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	26	18	8	10	3	2	1	6	3		1				
GRAND TOTAL															
1983-85 SEPARATIONS	71	37	34	28	26	1	3	7	4		1	1			
1983-85 NEW HIRES	56	20	36	14	30	1	1	4	5					1	
1983-85 PROMOTIONS	4	4		4											
1985 REPORTED STAFF	207	110	97	90	67	3	1	13	22	2	5	1	1	1	1

HARTNELL COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE					2								2	35,675	71,350
MINORITY MALE						3							3	43,589	130,768
WHITE FEMALE				2		1							3	33,392	100,176
WHITE MALE				4	3	3	3	4		1			18	44,843	807,167
TOTAL				6	5	7	3	4		1			26	42,672	1,109,461
FACULTY															
MINORITY FEMALE				2	4								6	34,841	209,044
MINORITY MALE				1	1								2	36,423	72,846
WHITE FEMALE			1	2	17	2							22	36,839	810,453
WHITE MALE			2	6	38	5							51	36,402	1,856,525
TOTAL			3	11	60	7							81	36,406	2,948,868
PROF/NON-FACULTY															
MINORITY FEMALE					1	1							2	39,410	78,820
MINORITY MALE			1										1	21,936	21,936
WHITE FEMALE		2		1	1	1							5	27,171	135,856
WHITE MALE	1				1	2							4	32,666	130,663
TOTAL	1	2	1	1	3	4							12	30,606	367,275
SECTY/CLERICAL															
MINORITY FEMALE	1	14											15	16,084	241,263
MINORITY MALE		2											2	16,560	33,120
WHITE FEMALE	4	20	6	1									31	15,580	482,981
WHITE MALE		1											1	15,816	15,816
TOTAL	5	37	6	1									49	15,779	773,180
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1	1	1								3	27,404	82,211
WHITE MALE		4											4	16,686	66,744
TOTAL		4	1	1	1								7	21,279	148,955
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			3	1									4	22,911	91,644
WHITE FEMALE															
WHITE MALE			1	1									2	27,955	55,909
TOTAL			4	2									6	24,592	147,553
SERVICE/MAINT															
MINORITY FEMALE	3	2											5	13,252	66,261
MINORITY MALE	1	5	2										8	17,494	139,949
WHITE FEMALE	2		1										3	13,697	41,090
WHITE MALE		6	4										10	18,796	187,962
TOTAL	6	13	7										26	16,741	435,262
GRAND TOTAL															
MINORITY FEMALE	4	16		2	7	1							30	22,225	666,738
MINORITY MALE	1	7	6	2	1	3							20	24,513	490,263
WHITE FEMALE	6	22	9	7	19	4							67	24,668	1,652,767
WHITE MALE	1	11	7	11	42	10	3	4		1			90	34,675	3,120,786
TOTAL	12	56	22	22	69	18	3	4		1			207	28,650	5,930,554

HARTNELL COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE				2									2	7.60	37.5
MINORITY MALE			2		1								3	11.50	35.7
WHITE FEMALE		1		1		1							3	11.50	36.0
WHITE MALE			1	5	2	5	3	2					18	69.20	44.0
TOTAL		1	3	8	3	6	3	2					26	99.80	41.6
FACULTY															
MINORITY FEMALE			1	2	1	1		1					6	7.40	42.2
MINORITY MALE				1		1							2	2.40	42.0
WHITE FEMALE			3	3	4	5	4	3					22	27.10	45.0
WHITE MALE		2	2	9	16	7	9	6					51	62.90	44.1
TOTAL		2	6	15	21	14	13	10					81	99.80	44.2
PROF/NON-FACULTY															
MINORITY FEMALE						2							2	16.60	46.5
MINORITY MALE							1						1	8.30	54.0
WHITE FEMALE				4		1							5	41.60	39.4
WHITE MALE				1	2	1							4	33.30	41.5
TOTAL				5	2	4	1						12	99.80	42.5
SECTY/CLERICAL															
MINORITY FEMALE	3	2	7	2				1					15	30.60	31.8
MINORITY MALE			2										2	4.00	30.5
WHITE FEMALE	8	3	2	4	6	1	3	2	1	1			31	63.20	37.5
WHITE MALE			1										1	2.00	31.0
TOTAL	11	5	12	6	6	1	3	3	1	1			49	99.80	35.3
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE	1				1		1						3	42.80	38.0
WHITE MALE	1			2				1					4	57.10	38.8
TOTAL	2			2	1		1	1					7	99.90	38.4
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE							2	2					4	66.60	53.8
WHITE FEMALE															
WHITE MALE							1	1					2	33.30	55.5
TOTAL							3	3					6	99.90	54.3
SERVICE/MAINT															
MINORITY FEMALE			1	1		2				1			5	19.20	45.4
MINORITY MALE	1		2	1		2		1	1				8	30.70	42.4
WHITE FEMALE				1			1	1					3	11.50	48.3
WHITE MALE			1	1	3	1	2	2					10	38.40	46.1
TOTAL	1		4	4	3	5	3	4	1	1			26	99.80	45.1
GRAND TOTAL															
MINORITY FEMALE	3	2	9	7	1	5		2		1			30	14.40	37.5
MINORITY MALE	1		6	2	1	3	3	3	1				20	9.60	43.0
WHITE FEMALE	9	4	5	13	11	8	9	6	1	1			67	32.30	40.6
WHITE MALE	1	2	5	18	23	14	15	12					90	43.40	44.1
TOTAL	14	8	25	40	36	30	27	23	2	2			207	99.70	41.9

Imperial Valley College **Imperial Community College District**

Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 12 positions were reported filled in Executive/Administrative/Managerial	0	17%	17%	67%
▸ 8% of the persons in this position category were 60 years of age or older.				
Faculty				
• 11 full-time faculty were hired	18%	45%	0	36%
• None was promoted	0	0	0	0
• Fall 1985: 76 positions were reported filled in Faculty	4%	34%	8%	54%
▸ 13% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 9 positions were reported filled in Professional/Non-Faculty	44%	0	33%	22%
▸ 22% of the persons in this position category was 60 years of age or older.				
College-Wide				
• 37 full-time persons were hired	22%	49%	14%	16%
• None was promoted	0	0	0	0
• Fall 1985: 208 positions were reported filled college-wide.	16%	38%	16%	29%

▸ Reported in the two lowest salary ranges were:
63% of all females and, of these, 34% were minority females
23% of all males and, of these, 77% were minority males.

▸ 51% of all full-time females employed by the college were in the secretarial/clerical position category; 36% of these were filled by minority females

▸ 24% of all full-time males employed by the college were in the service/maintenance position category; 78% of these were filled by minority males

▸ In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $7,138 or 64%

▸ In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 33%

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IMPERIAL VALLEY COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	2	2		1				1							
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	12	10	2	8	2			2							
FACULTY															
1983-85 SEPARATIONS	19	8	11	8	9		1		1						
1983-85 NEW HIRES	11	4	7	4	5		1		1						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	76	47	29	41	26			4	3					2	
PROF/NON-FACULTY															
1983-85 SEPARATIONS	9	4	5	2	3			2	2						
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	9	5	4	2				3	3				1		
SECTY/CLERICAL															
1983-85 SEPARATIONS	16	2	14		10			2	4						
1983-85 NEW HIRES	19	3	16		11			3	5						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	60	2	58		37		1	2	20						
TECH/PARAPROF															
1983-85 SEPARATIONS	3		3		3										
1983-85 NEW HIRES	3	1	2	1	1				1						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	16	5	11	3	8			2	3						
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	3	3		2				1							
SERVICE/MAINT															
1983-85 SEPARATIONS	6	5	1	2	1	1		2							
1983-85 NEW HIRES	4	3	1	1	1	1		1							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	32	23	9	5	7	2		16	2						
GRAND TOTAL															
1983-85 SEPARATIONS	55	21	34	13	26	1	1	7	7						
1983-85 NEW HIRES	37	11	26	6	18	1	1	4	7						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	208	95	113	61	80	2	1	30	31				1	2	

IMPERIAL VALLEY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE						2							2	44,414	88,827
WHITE FEMALE					2								2	37,625	75,250
WHITE MALE				2	3	2	1						8	40,023	320,181
TOTAL				2	5	4	1						12	40,355	484,258
FACULTY															
MINORITY FEMALE				1	2								3	32,895	98,685
MINORITY MALE			1	2	3								6	31,863	191,175
WHITE FEMALE			11	9	6								26	28,180	732,680
WHITE MALE			5	10	26								41	32,338	1,325,860
TOTAL			17	22	37								76	30,900	2,348,400
PROF/NON-FACULTY															
MINORITY FEMALE			1	2	1								4	28,439	113,755
MINORITY MALE			1	1	1								3	29,023	87,070
WHITE FEMALE															
WHITE MALE				1	1								2	31,368	62,735
TOTAL			2	4	3								9	29,284	263,560
SECTY/CLERICAL															
MINORITY FEMALE	7	12	2										21	14,076	295,586
MINORITY MALE	1	1											2	10,458	20,916
WHITE FEMALE	8	26	3										37	15,052	556,918
WHITE MALE															
TOTAL	16	39	5										60	14,557	873,420
TECH/PARAPROF															
MINORITY FEMALE	3												3	10,608	31,825
MINORITY MALE		1	1										2	17,780	35,560
WHITE FEMALE	5	2	1										8	13,245	105,959
WHITE MALE	1		1	1									3	20,920	62,760
TOTAL	9	3	3	1									16	14,757	236,104
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1										1	20,197	20,197
WHITE FEMALE															
WHITE MALE			2										2	20,836	41,672
TOTAL			3										3	20,623	61,869
SERVICE/MAINT															
MINORITY FEMALE	1	1											2	11,677	23,353
MINORITY MALE		14	4										18	15,700	282,601
WHITE FEMALE	6		1										7	12,005	84,036
WHITE MALE		4		1									5	18,849	94,243
TOTAL	7	19	5	1									32	15,132	484,233
GRAND TOTAL															
MINORITY FEMALE	11	13	3	3	3								33	17,067	563,204
MINORITY MALE	1	16	8	3	4	2							34	21,363	726,346
WHITE FEMALE	19	28	16	9	8								80	19,436	1,554,843
WHITE MALE	1	4	8	15	30	2	1						61	31,270	1,907,451
TOTAL	32	61	35	30	45	4	1						208	22,845	4,751,844

IMPERIAL VALLEY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE						1	1						2	16.60	48.5
WHITE FEMALE					1			1					2	16.60	49.5
WHITE MALE					1		4	2	1				8	66.60	52.4
TOTAL					2	1	5	3	1				12	99.80	51.3
FACULTY															
MINORITY FEMALE					1	1			1				3	3.90	51.3
MINORITY MALE				1	3	1	1						6	7.80	43.5
WHITE FEMALE		1	3	6	4	2	5	2	2	1			26	34.20	44.8
WHITE MALE	1		1	3	7	6	8	9	5	1			41	53.90	49.8
TOTAL	1	1	4	10	15	10	14	11	8	2			76	99.80	47.7
PROF/NON-FACULTY															
MINORITY FEMALE		1		1		1			1				4	44.40	42.3
MINORITY MALE		1			1		1						3	33.30	40.7
WHITE FEMALE															
WHITE MALE							1		1				2	22.20	56.0
TOTAL		2		1	1	1	2		2				9	99.90	44.8
SECTY/CLERICAL															
MINORITY FEMALE	2	4	7	4	2	2							21	35.00	34.0
MINORITY MALE	1	1											2	3.30	26.0
WHITE FEMALE	1	6	5	7	8	1	2	4	3				37	61.60	40.8
WHITE MALE															
TOTAL	4	11	12	11	10	3	2	4	3				60	99.90	37.9
TECH/PARAPROF															
MINORITY FEMALE	1		2										3	18.70	28.3
MINORITY MALE		1	1										2	12.50	31.0
WHITE FEMALE	1	2			1	1	1	2					8	50.00	42.6
WHITE MALE			1	1	1								3	18.70	35.3
TOTAL	2	3	4	1	2	1	1	2					16	99.90	37.1
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE								1					1	33.30	57.0
WHITE FEMALE															
WHITE MALE								2					2	66.60	58.0
TOTAL								3					3	99.90	57.7
SERVICE/MAINT															
MINORITY FEMALE				2									2	6.20	37.0
MINORITY MALE	1	5	5		2	3	1	1					18	56.20	36.4
WHITE FEMALE		1			2	1	2	1					7	21.80	46.4
WHITE MALE			1	1	1	1		1					5	15.60	43.6
TOTAL	1	6	6	3	5	5	3	3					32	99.80	39.8
GRAND TOTAL															
MINORITY FEMALE	3	5	9	7	3	4			2				33	15.80	36.2
MINORITY MALE	2	8	6	1	6	5	4	2					34	16.30	38.4
WHITE FEMALE	2	10	8	13	16	5	10	10	5	1			80	38.40	43.0
WHITE MALE	1		3	5	10	7	13	14	7	1			61	29.30	49.4
TOTAL	8	23	26	26	35	21	27	26	14	2			208	99.80	43.1

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 10 positions were reported filled in Executive/Administrative/Managerial	0	40%	0	60%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 1 full-time faculty was hired	0	0	0	100%
• None was promoted	0	0	0	0
• Fall 1985: 38 positions were reported filled in Faculty	3%	29%	11%	58%
▸ 3% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 11 positions were reported filled in Professional/Non-Faculty	0	55%	0	45%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 9 full-time persons were hired	0	44%	11%	44%
• None was promoted	0	0	0	0
• Fall 1985: 101 positions were reported filled college-wide	3%	48%	8	42%

- Reported in the two lowest salary ranges were:
  53% of all females and, of these, 7% were minority females.
  18% of all males and, of these, 22% were minority males.

- 37% of all full-time females employed by the college were in the secretarial/clerical position category; 11% of these were filled by minority females

- 22% of all full-time males employed by the college were in the service/maintenance position category; 18% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $4,007 or 85%

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AASTFHPS/STFHPS                       C H A N C E L L O R ' S   O F F I C E                          12/03/86
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                                        S T A F F   D A T A   S Y S T E M

IRVINE VALLEY COLLEGE                           FULL TIME EMPLOYEES
                     1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

  POSITION            TOTAL                    NON - HISPANIC                          ASIAN/PAC.                  AMER IND/
  CATEGORY            POSI-  TOTAL  TOTAL      WHITE          BLACK       HISPANIC     ISLANDER      FILIPINO     AL NATIVE
                      TIONS  MALES FEMALES     M     F     M     F      M     F        M     F      M     F      M     F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF    10      6     4       6     4

FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES       1      1             1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF    38     26    12      22    11                  1              3     1

PROF/NON-FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF    11      5     6       5     6

SECTY/CLERICAL
  1983-85 SEPARATIONS
  1983-85 NEW HIRES       1      1                                      1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF    20      1    19            17           1      1                    1

TECH/PARAPROF
  1983-85 SEPARATIONS
  1983-85 NEW HIRES       3            3             3
  1983-85 PROMOTIONS
  1985 REPORTED STAFF    10      1     9             9                  1

SKILLED CRAFTS
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

SERVICE/MAINT
  1983-85 SEPARATIONS
  1983-85 NEW HIRES       4      3     1       3     1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF    12     11     1       9     1                  1                                        1

GRAND TOTAL
  1983-85 SEPARATIONS
  1983-85 NEW HIRES       9      5     4       4     4                  1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF   101     50    51      42    48           1      4              3     2                   1
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IRvine VALLEY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE						1		3					4	54,267	217,068
WHITE MALE								4	2				6	57,568	345,407
TOTAL						1		7	2				10	56,248	562,475
FACULTY															
MINORITY FEMALE						1							1	46,808	46,808
MINORITY MALE					2	2							4	39,506	158,024
WHITE FEMALE				5	3	3							11	34,971	384,682
WHITE MALE			1	4	9	3	5						22	38,763	852,781
TOTAL			1	9	14	9	5						38	37,955	1,442,295
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			2		3	1							6	31,354	188,124
WHITE MALE				1	2	2							5	37,957	189,784
TOTAL			2	1	5	3							11	34,355	377,908
SECTY/CLERICAL															
MINORITY FEMALE			2										2	20,892	41,784
MINORITY MALE		1											1	17,172	17,172
WHITE FEMALE		5	9	3									17	21,230	360,913
WHITE MALE															
TOTAL		6	11	3									20	20,993	419,869
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE				1									1	26,258	26,258
WHITE FEMALE			8	1									9	22,251	200,258
WHITE MALE															
TOTAL			8	2									10	22,652	226,516
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE			1	1									2	24,294	48,588
WHITE FEMALE			1										1	24,132	24,132
WHITE MALE		1	5	3									9	23,928	215,348
TOTAL		1	7	4									12	24,006	288,068
GRAND TOTAL															
MINORITY FEMALE			2			1							3	29,531	88,592
MINORITY MALE		1	1	2	2	2							8	31,255	250,042
WHITE FEMALE		5	20	9	6	5		3					48	28,650	1,375,177
WHITE MALE		1	6	8	11	5	5	4	2				42	38,174	1,603,320
TOTAL		7	29	19	19	13	5	7	2				101	32,843	3,317,131

IRVINE VALLEY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				1	1	1	1						4	40.00	45.0
WHITE MALE					2	2	1	1					6	60.00	47.5
TOTAL				1	3	3	2	1					10	100.00	46.5
FACULTY															
MINORITY FEMALE							1						1	2.60	50.0
MINORITY MALE			1	2		1							4	10.50	38.5
WHITE FEMALE			1	6	2	2							11	28.90	38.6
WHITE MALE		1	1	7	7	3	2			1			22	57.80	41.8
TOTAL		1	3	15	9	6	3			1			38	99.80	40.7
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				2	3	1							6	54.50	40.8
WHITE MALE			2		2	1							5	45.40	39.0
TOTAL			2	2	5	2							11	99.90	40.0
SECTY/CLERICAL															
MINORITY FEMALE					1	1							2	10.00	44.5
MINORITY MALE							1						1	5.00	54.0
WHITE FEMALE	2	1	1	2	3	4	2	2					17	85.00	42.0
WHITE MALE															
TOTAL	2	1	1	2	4	5	3	2					20	100.00	42.9
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE			1										1	10.00	31.0
WHITE FEMALE	1	1		2	2	1	2						9	90.00	39.0
WHITE MALE															
TOTAL	1	1	1	2	2	1	2						10	100.00	38.2
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE							2						2	16.60	52.5
WHITE FEMALE					1								1	8.30	42.0
WHITE MALE		1	3	1	2	1	1						9	75.00	39.0
TOTAL		1	3	1	3	1	3						12	99.90	41.5
GRAND TOTAL															
MINORITY FEMALE					1	1	1						3	2.90	46.3
MINORITY MALE			2	2		1	3						8	7.90	43.0
WHITE FEMALE	3	2	2	13	12	9	5	2					48	47.50	40.8
WHITE MALE		2	6	8	13	7	4	1		1			42	41.50	41.7
TOTAL	3	4	10	23	26	18	13	3		1			101	99.80	41.5

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• 2 were promoted	0	0	0	100%
• Fall 1985: 15 positions were reported filled in Executive/Administrative/Managerial	0	0	20%	80%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 13 full-time faculty were hired	8%	23%	8%	62%
• None was promoted	0	0	0	0
• Fall 1985: 77 positions were reported filled in Faculty	5%	17%	9%	69%
▸ 3% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 6 positions were reported filled in Professional/Non-Faculty	17%	50%	17%	17%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 25 full-time persons were hired	16%	24%	8%	52%
• 16 were promoted	13%	56%	13%	19%
• Fall 1985: 152 positions were reported filled college-wide	7%	26%	15%	51%

- Reported in the two lowest salary ranges were:
  37% of all females and, of these, 21% were minority females.
  17% of all males and, of these, 41% were minority males.

- 33% of all full-time females employed by the college were in the secretarial/clerical position category; 24% of these were filled by minority females

- 13% of all full-time males employed by the college were in the service/maintenance position category; 54% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $1,050 or 105%

- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 50%

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AASTFHPS/STFHPS                            CHANCELLOR'S OFFICE                                         12/03/86
                                      CALIFORNIA COMMUNITY COLLEGES                                    17:19:44
                                            STAFF DATA SYSTEM
KINGS RIVER CMTY COLLEGE
                                              FULL TIME EMPLOYEES
                    1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

    POSITION                TOTAL                    NON - HISPANIC                  ASIAN/PAC.                AMER IND/
    CATEGORY                POSI-  TOTAL  TOTAL  WHITE       BLACK        HISPANIC    ISLANDER   FILIPINO    AL NATIVE
                            TIONS  MALES FEMALES     M     F     M     F     M     F     M     F     M     F     M     F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS          4      2      2     2     2
  1983-85 NEW HIRES
  1983-85 PROMOTIONS           2      2            2
  1985 REPORTED STAFF         15     15           12           1           1                                   1

FACULTY
  1983-85 SEPARATIONS         20     15      5    15     5
  1983-85 NEW HIRES           13      9      4     8     3                       1     1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         77     60     17    53    13                 3     2     3     1                 1     1

PROF/NON-FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF          6      2      4     1     3                 1                                         1

SECTY/CLERICAL
  1983-85 SEPARATIONS         11      1     10     1     9                       1
  1983-85 NEW HIRES            2             2                       1           1
  1983-85 PROMOTIONS           6             6           4           1                       1
  1985 REPORTED STAFF         17            17          13           1           2           1

TECH/PARAPROF
  1983-85 SEPARATIONS          1      1            1
  1983-85 NEW HIRES            2             2           2
  1983-85 PROMOTIONS           5      1      4     1     4
  1985 REPORTED STAFF         16      7      9     4     7                 2     1     1     1

SKILLED CRAFTS
  1983-85 SEPARATIONS
  1983-85 NEW HIRES            2      2            2
  1983-85 PROMOTIONS           1      1                                    1
  1985 REPORTED STAFF          4      4            2                       2

SERVICE/MAINT
  1983-85 SEPARATIONS         18      4     14           9                 3     4     1     1
  1983-85 NEW HIRES            6      4      2     3     1                 1     1
  1983-85 PROMOTIONS           2      1      1           1                 1
  1985 REPORTED STAFF         17     13      4     6     4                 7

GRAND TOTAL
  1983-85 SEPARATIONS         54     23     31    19    25                 3     5     1     1
  1983-85 NEW HIRES           25     15     10    13     6           1     1     3     1
  1983-85 PROMOTIONS          16      5     11     3     9           1     2                 1
  1985 REPORTED STAFF        152    101     51    78    40     1     1    16     5     4     3                 2     2
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KINGS RIVER CMTY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE			1					2					3	45,851	137,553
WHITE FEMALE															
WHITE MALE			1	4	1	1	2	3					12	41,946	503,348
TOTAL			2	4	1	1	2	5					15	42,727	640,901
FACULTY															
MINORITY FEMALE				3	1								4	32,153	128,613
MINORITY MALE			1	1	5								7	32,966	230,762
WHITE FEMALE			1	5	7								13	32,498	422,474
WHITE MALE		1	3	15	33	1							53	33,371	1,768,651
TOTAL		1	5	24	46	1							77	33,123	2,550,500
PROF/NON-FACULTY															
MINORITY FEMALE				1									1	31,219	31,219
MINORITY MALE						1							1	40,161	40,161
WHITE FEMALE				2	1								3	32,272	96,817
WHITE MALE						1							1	41,925	41,925
TOTAL				3	1	2							6	35,020	210,122
SECTY/CLERICAL															
MINORITY FEMALE	1	3											4	14,429	57,717
MINORITY MALE															
WHITE FEMALE		9	4										13	18,180	236,345
WHITE MALE															
TOTAL	1	12	4										17	17,298	294,062
TECH/PARAPROF															
MINORITY FEMALE			2										2	22,159	44,317
MINORITY MALE			3										3	19,883	59,648
WHITE FEMALE		2	4	1									7	20,491	143,435
WHITE MALE		3	1										4	19,758	79,030
TOTAL		5	10	1									16	20,402	326,430
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			2										2	21,651	43,302
WHITE FEMALE															
WHITE MALE			2										2	22,500	45,000
TOTAL			4										4	22,076	88,302
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		7											7	16,620	116,337
WHITE FEMALE	1	3											4	13,026	52,104
WHITE MALE		6											6	17,280	103,681
TOTAL	1	16											17	16,007	272,122
GRAND TOTAL															
MINORITY FEMALE	1	3	2	4	1								11	23,806	261,866
MINORITY MALE		7	7	1	5	1		2					23	27,294	627,763
WHITE FEMALE	1	14	9	8	8								40	23,779	951,175
WHITE MALE		10	7	19	34	3	2	3					78	32,585	2,541,635
TOTAL	2	34	25	32	48	4	2	5					152	28,832	4,382,439

KINGS RIVER CMTY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE			1		1	1							3	20.00	38.7
WHITE FEMALE															
WHITE MALE			4	2	1	1	3	1					12	80.00	41.9
TOTAL			5	2	2	2	3	1					15	100.00	41.3
FACULTY															
MINORITY FEMALE		1	1			1			1				4	5.10	43.5
MINORITY MALE			1	1	2	2		1					7	9.00	43.4
WHITE FEMALE			1	1	3	3	4	1					13	16.80	46.2
WHITE MALE		2	6	6	14	9	10	5	1				53	68.80	44.3
TOTAL		3	9	8	19	15	14	7	2				77	99.70	44.5
PROF/NON-FACULTY															
MINORITY FEMALE					1								1	16.60	40.0
MINORITY MALE						1							1	16.60	47.0
WHITE FEMALE				1	1		1						3	50.00	44.0
WHITE MALE						1							1	16.60	45.0
TOTAL				1	2	2	1						6	99.80	44.0
SECTY/CLERICAL															
MINORITY FEMALE		1	1	1	1								4	23.50	34.5
MINORITY MALE															
WHITE FEMALE				3	2	3	2	2	1				13	76.40	48.1
WHITE MALE															
TOTAL		1	1	4	3	3	2	2	1				17	99.90	44.9
TECH/PARAPROF															
MINORITY FEMALE				1				1					2	12.50	46.5
MINORITY MALE						1		1	1				3	18.70	56.0
WHITE FEMALE			1	2			3					1	7	43.70	49.6
WHITE MALE		1	1		1		1						4	25.00	33.3
TOTAL		1	2	3	1	1	4	2	1			1	16	99.90	47.6
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE					1		1						2	50.00	47.0
WHITE FEMALE															
WHITE MALE					1	1							2	50.00	43.0
TOTAL					2	1	1						4	100.00	45.0
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		2			1		1	1	2				7	41.10	46.9
WHITE FEMALE		1			1		1	1					4	23.50	45.5
WHITE MALE		1	1				2	1	1				6	35.20	46.8
TOTAL		4	1		2		4	3	3				17	99.80	46.5
GRAND TOTAL															
MINORITY FEMALE		2	2	2	2	1		1	1				11	7.20	40.5
MINORITY MALE		2	2	1	5	5	2	3	3				23	15.10	46.0
WHITE FEMALE		1	2	7	7	6	11	4	1			1	40	26.30	47.2
WHITE MALE		4	12	8	17	12	16	7	2				78	51.30	43.8
TOTAL		9	18	18	31	24	29	15	7			1	152	99.90	44.8

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 3 full-time persons were hired	0	100%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 7 positions were reported filled in Executive/Administrative/Managerial	0	43%	0	57%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• No full-time faculty was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 13 positions were reported filled in Faculty	0	23%	0	77%
▸ None of the persons in this position category was 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	0	0	100%	0
• None was promoted	0	0	0	0
• Fall 1985: 2 positions were reported filled in Professional/Non-Faculty	0	0	50%	50%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 12 full-time persons were hired	8%	83%	8%	0
• 1 was promoted	0	100%	0	0
• Fall 1985: 41 positions were reported filled college-wide	2%	54%	5%	39%

▸ Reported in the two lowest salary ranges were:
  83% of all females and, of these, 5% were minority females.
  11% of all males and, of these, 50% were minority males.

▸ 65% of all full-time females employed by the college were in the secretarial/clerical position category; 7% of these were filled by minority females.

▸ 11% of all full-time males employed by the college were in the service/maintenance position category; 50% of these were filled by minority males.

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AASTFHPS/STFHPS                                  CHANCELLOR'S OFFICE                                        12/03/86
                                            CALIFORNIA COMMUNITY COLLEGES                                   17:19:44
                                                  STAFF DATA SYSTEM
LAKE TAHOE CMTY COLLEGE
                                                  FULL TIME EMPLOYEES
                       1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

    POSITION                  TOTAL                      NON - HISPANIC                    ASIAN/PAC.                   AMER IND/
    CATEGORY                  POSI-  TOTAL   TOTAL     WHITE         BLACK       HISPANIC      ISLANDER      FILIPINO     AL NATIVE
                              TIONS  MALES FEMALES    M      F      M      F      M      F      M      F      M      F      M      F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS             1      1              1
  1983-85 NEW HIRES               3              3             3
  1983-85 PROMOTIONS
  1985 REPORTED STAFF             7      4       3      4      3

FACULTY
  1983-85 SEPARATIONS             4      2       2      2      2
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF            13     10       3     10      3

PROF/NON-FACULTY
  1983-85 SEPARATIONS             2              2             2
  1983-85 NEW HIRES               1      1                                          1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF             2      2              1                           1

SECTY/CLERICAL
  1983-85 SEPARATIONS             5              5             5
  1983-85 NEW HIRES               8              8             7                                         1
  1983-85 PROMOTIONS              1              1             1
  1985 REPORTED STAFF            15             15            14                                         1

TECH/PARAPROF
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF             2              2             2

SKILLED CRAFTS
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

SERVICE/MAINT
  1983-85 SEPARATIONS             1      1              1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF             2      2              1                                                       1

GRAND TOTAL
  1983-85 SEPARATIONS            13      4       9      4      9
  1983-85 NEW HIRES              12      1      11            10                    1                    1
  1983-85 PROMOTIONS              1              1             1
  1985 REPORTED STAFF            41     18      23     16     22                    1                    1      1
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LAKE TAHOE CMTY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		1	1	1									3	22,547	67,641
WHITE MALE						1	2		1				4	53,130	212,519
TOTAL		1	1	1		1	2		1				7	40,023	280,160
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE					3								3	35,821	107,464
WHITE MALE				1	9								10	34,972	349,719
TOTAL				1	12								13	35,168	457,183
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE				1									1	31,228	31,223
WHITE FEMALE															
WHITE MALE						1							1	41,290	41,290
TOTAL				1		1							2	36,259	72,518
SECTY/CLERICAL															
MINORITY FEMALE		1											1	14,252	14,252
MINORITY MALE															
WHITE FEMALE		13	1										14	16,031	224,430
WHITE MALE															
TOTAL		14	1										15	15,912	238,682
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		2											2	17,104	34,207
WHITE MALE															
TOTAL		2											2	17,104	34,207
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		1											1	16,224	16,224
WHITE FEMALE															
WHITE MALE		1											1	18,514	18,514
TOTAL		2											2	17,369	34,738
GRAND TOTAL															
MINORITY FEMALE		1											1	14,252	14,252
MINORITY MALE		1		1									2	23,726	47,452
WHITE FEMALE		16	2	1	3								22	19,716	433,742
WHITE MALE		1		1	9	2	2		1				16	38,878	622,042
TOTAL		19	2	3	12	2	2		1				41	27,256	1,117,488

LAKE TAHOE CMTY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1	1			1						3	42.80	42.0
WHITE MALE				1	1			2					4	57.10	47.8
TOTAL			1	2	1		1	2					7	99.90	45.3
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE					1	2							3	23.00	45.3
WHITE MALE				1	6	1	1	1					10	76.90	44.0
TOTAL				1	7	3	1	1					13	99.90	44.3
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE			1										1	50.00	34.0
WHITE FEMALE															
WHITE MALE					1								1	50.00	40.0
TOTAL			1		1								2	100.00	37.0
SECTY/CLERICAL															
MINORITY FEMALE				1									1	6.60	36.0
MINORITY MALE															
WHITE FEMALE		2	2	4	3	1		1	1				14	93.30	39.4
WHITE MALE															
TOTAL		2	2	5	3	1		1	1				15	99.90	39.2
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1	1									2	100.00	33.5
WHITE MALE															
TOTAL			1	1									2	100.00	33.5
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE								1					1	50.00	59.0
WHITE FEMALE															
WHITE MALE					1								1	50.00	41.0
TOTAL					1			1					2	100.00	50.0
GRAND TOTAL															
MINORITY FEMALE				1									1	2.40	36.0
MINORITY MALE			1					1					2	4.80	46.5
WHITE FEMALE		2	4	6	4	3	1	1	1				22	53.60	40.0
WHITE MALE				2	9	1	1	3					16	39.00	44.5
TOTAL		2	5	9	13	4	2	5	1				41	99.80	42.0

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• 7 were promoted	14%	0	71%	14%
• Fall 1985: 12 positions were reported filled in Executive/Administrative/Managerial	0	8%	75%	17%
▸ 8% of the persons in this position category were 60 years of age or older				
Faculty				
• 22 full-time faculty were hired	27%	23%	23%	27%
• 72 were promoted	15%	15%	26%	43%
• Fall 1985: 161 positions were reported filled in Faculty	14%	19%	27%	40%
▸ 13% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 2 full-time persons were hired	100%	0	0	0
• 3 were promoted	67%	33%	0	0
• Fall 1985: 32 positions were reported filled in Professional/Non-Faculty	41%	22%	22%	16%
▸ 3% of the persons in this position category were 60 years of age or older				
College-Wide				
• 38 full-time persons were hired	34%	21%	24%	21%
• 87 were promoted	18%	15%	30%	37%
• Fall 1985: 287 positions were reported filled college-wide	25%	18%	28%	28%

- Reported in the two lowest salary ranges were:
  - 49% of all females and, of these, 73% were minority females
  - 24% of all males and, of these, 63% were minority males

- 34% of all full-time females employed by the college were in the secretarial/clerical position category; 77% of these were filled by minority females

- 12% of all full-time males employed by the college were in the service/maintenance position category; 74% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $384 or 98%

- In the skilled crafts position category, minority males filled 100% of the positions

AASTFHPS/STFHPS

CHANCELLOR'S OFFICE
CALIFORNIA COMMUNITY COLLEGES
STAFF DATA SYSTEM

12/03/86
17:19:44

LANEY COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	3	2	1			2			1						
1983-85 NEW HIRES															
1983-85 PROMOTIONS	7	6	1	1		4			1	1					
1985 REPORTED STAFF	12	11	1	2	1	6		2		1					
FACULTY															
1983-85 SEPARATIONS	32	18	14	15	7	3	6				1				
1983-85 NEW HIRES	22	11	11	6	5	4	4		1		1			1	
1983-85 PROMOTIONS	72	50	22	31	11	13	8	4	1	1	2	1			
1985 REPORTED STAFF	161	108	53	64	31	30	15	10	2	2	4	1	1	1	
PROF/NON-FACULTY															
1983-85 SEPARATIONS	3		3				2				1				
1983-85 NEW HIRES	2		2				1				1				
1983-85 PROMOTIONS	3		3		1		2								
1985 REPORTED STAFF	32	12	20	5	7	6	12			1	1				
SECTY/CLERICAL															
1983-85 SEPARATIONS	12	3	9	1	2		6	2					1		
1983-85 NEW HIRES	5		5		2		2		1						
1983-85 PROMOTIONS	3		3		1		1						1		
1985 REPORTED STAFF	47	4	43	2	10		21	1	4		3	1	5		
TECH/PARAPROF															
1983-85 SEPARATIONS	2	2						1		1					
1983-85 NEW HIRES	4	2	2	1	1		1					1			
1983-85 PROMOTIONS															
1985 REPORTED STAFF	11	6	5	3	2	2	3					1			
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	1	1				1									
SERVICE/MAINT															
1983-85 SEPARATIONS	7	4	3	1	2	1		1				1			1
1983-85 NEW HIRES	5	4	1	1		1		1				1			1
1983-85 PROMOTIONS	2	2				2									
1985 REPORTED STAFF	23	19	4	5	2	12	1	2							1
GRAND TOTAL															
1983-85 SEPARATIONS	59	29	30	17	11	6	14	4	1	1	2	1	1		1
1983-85 NEW HIRES	38	17	21	8	8	3	8	1	2		2	2		1	1
1983-85 PROMOTIONS	87	58	29	32	13	19	11	4	2	2	2	1	1		
1985 REPORTED STAFF	287	161	126	81	53	37	52	15	6	4	8	3	6	1	1

LANEY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE							7	2					9	51,332	461,988
WHITE FEMALE							1						1	48,144	48,144
WHITE MALE					1		1						2	42,936	85,872
TOTAL					1		9	2					12	49,667	596,004
FACULTY															
MINORITY FEMALE				5	16	1							22	34,610	761,426
MINORITY MALE			2	14	27	1							44	33,297	1,465,046
WHITE FEMALE			1	8	22								31	34,236	1,061,309
WHITE MALE		1	2	7	54								64	34,286	2,194,308
TOTAL		1	5	34	119	2							161	34,050	5,482,089
PROF/NON-FACULTY															
MINORITY FEMALE		4	5	1	3								13	24,837	322,885
MINORITY MALE			2	3	2								7	28,331	198,315
WHITE FEMALE		1	1		5								7	31,616	221,312
WHITE MALE			1	1	3								5	31,859	159,293
TOTAL		5	9	5	13								32	28,181	901,805
SECTY/CLERICAL															
MINORITY FEMALE		24	7	2									33	18,329	604,846
MINORITY MALE		2											2	16,674	33,348
WHITE FEMALE		6	4										10	18,867	188,674
WHITE MALE		2											2	17,759	35,518
TOTAL		34	11	2									47	18,349	862,386
TECH/PARAPROF															
MINORITY FEMALE		1	2										3	20,057	60,172
MINORITY MALE		1	2										3	21,389	64,168
WHITE FEMALE		1	1										2	19,776	39,552
WHITE MALE		1	2										3	19,268	57,804
TOTAL		4	7										11	20,154	221,696
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1										1	23,700	23,700
WHITE FEMALE															
WHITE MALE															
TOTAL			1										1	23,700	23,700
SERVICE/MAINT															
MINORITY FEMALE		1	1										2	16,730	33,459
MINORITY MALE		4	10										14	19,823	277,523
WHITE FEMALE		1	1										2	19,321	38,641
WHITE MALE		2	3										5	19,248	96,242
TOTAL		8	15										23	19,385	445,865
GRAND TOTAL															
MINORITY FEMALE		30	15	8	19	1							73	24,422	1,782,788
MINORITY MALE		7	17	17	29	1	7	2					80	31,551	2,524,088
WHITE FEMALE		9	8	8	27		1						53	30,144	1,597,632
WHITE MALE		6	8	8	58		1						81	32,457	2,629,037
TOTAL		52	48	41	133	2	9	2					287	29,734	8,533,545

LANEY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE					2	2	2	2	1				9	75.00	50.4
WHITE FEMALE								1					1	8.30	58.0
WHITE MALE					1			1					2	16.60	48.5
TOTAL					3	2	2	4	1				12	99.90	50.8
FACULTY															
MINORITY FEMALE			1	5	5	2	4	3	1	1			22	13.60	46.8
MINORITY MALE			1	3	10	12	10	4	3	1			44	27.30	48.5
WHITE FEMALE			1	2	5	6	9	5	1	2			31	19.20	50.3
WHITE MALE			1	3	7	11	16	14	10	1	1		64	39.70	52.2
TOTAL			4	13	27	31	39	26	15	5	1		161	99.80	50.1
PROF/NON-FACULTY															
MINORITY FEMALE		1	1	3	2	5		1					13	40.60	42.1
MINORITY MALE			1	2	2	1	1						7	21.80	40.9
WHITE FEMALE						3	4						7	21.80	51.3
WHITE MALE		1				1	1	1	1				5	15.60	49.2
TOTAL		2	2	5	4	10	6	2	1				32	99.80	44.9
SECTY/CLERICAL															
MINORITY FEMALE	3	3	3	9	5	5	3	1	1				33	70.20	39.3
MINORITY MALE				1					1				2	4.20	50.0
WHITE FEMALE			1		1	2	1		5				10	21.20	53.5
WHITE MALE			1		1								2	4.20	39.0
TOTAL	3	3	5	10	7	7	4	1	7				47	99.80	42.8
TECH/PARAPROF															
MINORITY FEMALE			1		1			1					3	27.20	44.7
MINORITY MALE					1	2							3	27.20	44.3
WHITE FEMALE				1					1				2	18.10	49.5
WHITE MALE		2							1				3	27.20	38.7
TOTAL		2	1	1	2	2		1	2				11	99.70	43.8
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE							1						1	100.00	50.0
WHITE FEMALE															
WHITE MALE															
TOTAL							1						1	100.00	50.0
SERVICE/MAINT															
MINORITY FEMALE			1			1							2	8.60	40.0
MINORITY MALE		1	2		4	2	2		3				14	60.80	45.7
WHITE FEMALE									2				2	8.60	61.5
WHITE MALE		2				2		1					5	21.70	42.2
TOTAL		3	3		4	5	2	1	5				23	99.70	45.8
GRAND TOTAL															
MINORITY FEMALE	3	4	7	17	13	13	7	6	2	1			73	25.40	42.3
MINORITY MALE		1	4	6	19	19	16	6	8	1			80	27.80	47.4
WHITE FEMALE			2	3	6	11	14	6	9	2			53	18.40	51.5
WHITE MALE		5	2	3	9	14	17	17	12	1	1		81	28.20	50.5
TOTAL	3	10	15	29	47	57	54	35	31	5	1		287	99.80	47.7

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 5 full-time persons were hired	0	60%	0	40%
• None was promoted	0	0	0	0
• Fall 1985: 10 positions were reported filled in Executive/Administrative/Managerial	0	20%	0	80%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 8 full-time faculty were hired	25%	13%	0	62%
• 3 were promoted	0	33%	0	67%
• Fall 1985: 38 positions were reported filled in Faculty	3%	18%	0	79%
▸ 3% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 4 full-time persons were hired	25%	50%	0	25%
• 1 was promoted	0	0	0	100%
• Fall 1985: 11 positions were reported filled in Professional/Non-Faculty	0	36%	0	64%
▸ 9% of the persons in this position category were 60 years of age or older				
College-Wide				
• 48 full-time persons were hired	2%	52%	0	46%
• 8 were promoted	0	37%	0	62%
• Fall 1985: 117 positions were reported filled college-wide	1%	38%	3%	57%

- Reported in the two lowest salary ranges were:
  63% of all females and, of these, none was minority female
  23% of all males and, of these, 19% were minority males.

- 46% of all full-time females employed by the college were in the secretarial/clerical position category; none of these was filled by minority females.

- 17% of all full-time males employed by the college were in the service/maintenance position category; 25% of these were filled by minority males.

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $241 or 98%.

- In the skilled crafts position category, white males fill 100% of the positions.

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LASSEN COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	15	9	6	9	6										
1983-85 NEW HIRES	5	2	3	2	3										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	10	8	2	8	2										
FACULTY															
1983-85 SEPARATIONS	29	22	7	22	6				1						
1983-85 NEW HIRES	8	5	3	5	3										
1983-85 PROMOTIONS	3	2	1	2	1										
1985 REPORTED STAFF	38	30	8	30	7				1						
PROF/NON-FACULTY															
1983-85 SEPARATIONS	17	9	8	8	7	1			1						
1983-85 NEW HIRES	4	1	3	1	2				1						
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	11	7	4	7	4										
SECTY/CLERICAL															
1983-85 SEPARATIONS	19	1	18	1	18										
1983-85 NEW HIRES	10		10		10										
1983-85 PROMOTIONS	2		2		2										
1985 REPORTED STAFF	22	1	21	1	21										
TECH/PARAPROF															
1983-85 SEPARATIONS	22	9	13	7	13	1								1	
1983-85 NEW HIRES	10	4	6	4	6										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	17	8	9	7	9									1	
SKILLED CRAFTS															
1983-85 SEPARATIONS	2	1	1	1	1										
1983-85 NEW HIRES	6	6		6											
1983-85 PROMOTIONS	2	2		2											
1985 REPORTED STAFF	5	5		5											
SERVICE/MAINT															
1983-85 SEPARATIONS	12	9	3	7	3	1		1							
1983-85 NEW HIRES	5	4	1	4	1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	14	12	2	9	2	2		1							
GRAND TOTAL															
1983-85 SEPARATIONS	116	60	56	55	54	3		1	2					1	
1983-85 NEW HIRES	48	22	26	22	25				1						
1983-85 PROMOTIONS	8	5	3	5	3										
1985 REPORTED STAFF	117	71	46	67	45	2		1	1					1	

LASSEN COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		1		1									2	24,217	48,434
WHITE MALE			1	2	3	1		1					8	38,085	304,680
TOTAL		1	1	3	3	1		1					10	35,311	353,114
FACULTY															
MINORITY FEMALE					1								1	34,650	34,650
MINORITY MALE															
WHITE FEMALE		1	1	2	2	1							7	31,589	221,125
WHITE MALE			4	10	11	5							30	33,184	995,513
TOTAL		1	5	12	14	6							38	32,929	1,251,288
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1	2	1								4	30,647	122,587
WHITE MALE				1	3	3							7	37,197	260,381
TOTAL			1	3	4	3							11	34,815	382,968
SECTY/CLERICAL															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE	2	16	2	1									21	16,315	342,605
WHITE MALE		1											1	18,768	18,768
TOTAL	2	17	2	1									22	16,426	361,373
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE			1										1	19,236	19,236
WHITE FEMALE	4	3	1	1									9	15,458	139,118
WHITE MALE	3	3		1									7	15,193	106,354
TOTAL	7	6	2	2									17	15,571	264,708
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE	1		3		1								5	24,791	123,956
TOTAL	1		3		1								5	24,791	123,956
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE	1	2											3	15,043	45,128
WHITE FEMALE		2											2	15,047	30,093
WHITE MALE		5	3	1									9	19,796	178,167
TOTAL	1	9	3	1									14	18,099	253,388
GRAND TOTAL															
MINORITY FEMALE					1								1	34,650	34,650
MINORITY MALE	1	2	1										4	16,091	64,364
WHITE FEMALE	6	23	5	7	3	1							45	20,088	903,962
WHITE MALE	4	9	11	15	18	9		1					67	29,669	1,987,819
TOTAL	11	34	17	22	22	10		1					117	25,562	2,990,795

LASSEN COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				1		1							2	20.00	43.0
WHITE MALE			2	1	1	2	2						8	80.00	41.9
TOTAL			2	2	1	3	2						10	100.00	42.1
FACULTY															
MINORITY FEMALE				1									1	2.60	38.0
MINORITY MALE															
WHITE FEMALE		1	1	1	2	1	1						7	18.40	39.6
WHITE MALE		1	1	8	6	7	2	4	1				30	78.90	44.7
TOTAL		2	2	10	8	8	3	4	1				38	99.90	43.6
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1	1		1			1				4	36.30	44.8
WHITE MALE				2	3	2							7	63.60	42.1
TOTAL			1	3	3	3			1				11	99.90	43.1
SECTY/CLERICAL															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		3	4	4	2	3	2	2		1			21	95.40	41.8
WHITE MALE								1					1	4.50	59.0
TOTAL		3	4	4	2	3	2	3		1			22	99.90	42.5
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE			1										1	5.80	34.0
WHITE FEMALE		1	1	2	2	1	2						9	52.90	40.9
WHITE MALE		4		1	1	1							7	41.10	33.6
TOTAL		5	2	3	3	2	2						17	99.80	37.5
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE			2	2	1								5	100.00	35.8
TOTAL			2	2	1								5	100.00	35.8
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE				2			1						3	21.40	41.7
WHITE FEMALE				1		1							2	14.20	42.0
WHITE MALE			1	1	1	3		3					9	64.20	46.7
TOTAL			1	4	1	4	1	3					14	99.80	44.9
GRAND TOTAL															
MINORITY FEMALE				1									1	.80	38.0
MINORITY MALE			1	2			1						4	3.40	39.8
WHITE FEMALE		5	7	10	6	8	5	2	1	1			45	38.40	41.6
WHITE MALE		5	6	15	13	15	4	8	1				67	57.20	42.8
TOTAL		10	14	28	19	23	10	10	2	1			117	99.80	42.2

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 4 full-time persons were hired	0	25%	0	75%
• 1 was promoted	0	0	0	100%
• Fall 1985: 28 positions were reported filled in Executive/Administrative/Managerial	0	32%	7%	61%
▸ 7% of the persons in this position category were 60 years of age or older				
Faculty				
• 17 full-time faculty were hired	6%	65%	0	29%
• None was promoted	0	0	0	0
• Fall 1985: 253 positions were reported filled in Faculty	4%	33%	5%	58%
▸ 13% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 33 positions were reported filled in Professional/Non-Faculty	12%	21%	12%	55%
▸ 6% of the persons in this position category were 60 years of age or older				
College-Wide				
• 87 full-time persons were hired	14%	43%	18%	25%
• 14 were promoted	0	43%	7%	50%
• Fall 1985: 598 positions were reported filled college-wide	7%	41%	9%	43%

▸ Reported in the two lowest salary ranges were:
21% of all females and, of these, 24% were minority females
8% of all males and, of these, 44% were minority males

▸ 50% of all full-time females employed by the college were in the secretarial/clerical position category; 14% of these were filled by minority females

▸ 23% of all full-time males employed by the college were in the service/maintenance position category; 33% of these were filled by minority males

▸ In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $632 or 98%

▸ In the skilled crafts position category, males filled 90% of the positions and, of these, minority males filled 33%

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LONG BEACH CITY COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	14	13	1	13	1										
1983-85 NEW HIRES	4	3	1	3	1										
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	28	19	9	17	9	1				1					
FACULTY															
1983-85 SEPARATIONS	59	33	26	29	23	2		1	2	1	1				
1983-85 NEW HIRES	17	5	12	5	11										1
1983-85 PROMOTIONS															
1985 REPORTED STAFF	253	160	93	147	84	7	4	3	2	3	1				2
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	33	22	11	18	7	2	2	2	1		1				
SECTY/CLERICAL															
1983-85 SEPARATIONS	32	1	31	1	22		3		1		4		1		
1983-85 NEW HIRES	33	2	31	1	22	1	5		3				1		
1983-85 PROMOTIONS	6	1	5		5	1									
1985 REPORTED STAFF	149	5	144	2	124	1	7	1	9	1	4				
TECH/PARAPROF															
1983-85 SEPARATIONS	16	6	10	6	8				1		1				
1983-85 NEW HIRES	9	5	4	4	3	1					1				
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	45	25	20	21	17	2		1		1	2		1		
SKILLED CRAFTS															
1983-85 SEPARATIONS	7	6	1	5	1					1					
1983-85 NEW HIRES	2	2				2									
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	10	9	1	6	1	2		1							
SERVICE/MAINT															
1983-85 SEPARATIONS	15	15		10		2				3					
1983-85 NEW HIRES	22	21	1	9		4	1	5		3					
1983-85 PROMOTIONS	5	5		5											
1985 REPORTED STAFF	80	72	8	48	5	13	2	6		5	1				
GRAND TOTAL															
1983-85 SEPARATIONS	143	74	69	64	55	4	3	1	4	5	6		1		
1983-85 NEW HIRES	87	38	49	22	37	8	6	5	3	3	1		1		1
1983-85 PROMOTIONS	14	8	6	7	6	1									
1985 REPORTED STAFF	598	312	286	259	247	28	15	14	12	11	9		1		2

LONG BEACH CITY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE				1					1				2	46,571	93,142
WHITE FEMALE						2	2	3	1	1			9	55,576	500,134
WHITE MALE								7	9	1			17	60,784	1,033,334
TOTAL				1		2	2	10	11	2			28	58,095	1,626,660
FACULTY															
MINORITY FEMALE				3	2	4							9	37,673	339,056
MINORITY MALE				2	5	6							13	38,976	506,692
WHITE FEMALE		1		15	32	36							84	37,549	3,154,149
WHITE MALE			1	9	45	89	3						147	40,130	5,899,097
TOTAL		1	1	29	84	135	3						253	39,126	9,898,994
PROF/NON-FACULTY															
MINORITY FEMALE				1	1	2							4	40,132	160,527
MINORITY MALE				1	1	2							4	38,985	155,940
WHITE FEMALE	1				2	4							7	36,689	256,323
WHITE MALE					2	15	1						18	42,599	766,784
TOTAL	1			2	6	23	1						33	40,608	1,340,074
SECTY/CLERICAL															
MINORITY FEMALE		12	8										20	19,059	381,184
MINORITY MALE		1	2										3	20,057	60,171
WHITE FEMALE	2	40	75	7									124	20,537	2,546,598
WHITE MALE		1		1									2	21,851	43,702
TOTAL	2	54	85	8									149	20,347	3,031,655
TECH/PARAPROF															
MINORITY FEMALE			1	1	1								3	28,677	86,033
MINORITY MALE			1	1	1		1						4	33,348	133,393
WHITE FEMALE		1	10	3	3								17	26,152	444,580
WHITE MALE			11	7	3								21	25,985	545,677
TOTAL		1	23	12	8		1						45	26,882	1,209,680
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			3										3	22,542	67,626
WHITE FEMALE			1										1	20,756	20,756
WHITE MALE			5	1									6	24,528	147,170
TOTAL			9	1									10	23,555	235,552
SERVICE/MAINT															
MINORITY FEMALE		2	1										3	17,715	53,144
MINORITY MALE		10	13	1									24	19,445	466,678
WHITE FEMALE			5										5	20,299	101,495
WHITE MALE		13	31	4									48	21,215	1,018,320
TOTAL		25	50	5									80	20,495	1,639,637
GRAND TOTAL															
MINORITY FEMALE		14	10	5	4	6							39	26,152	1,019,941
MINORITY MALE		11	19	6	7	8	1		1				53	27,993	1,483,642
WHITE FEMALE	3	42	91	25	37	42	2	3	1	1			247	28,440	7,024,585
WHITE MALE		14	48	22	50	104	4	7	9	1			259	36,502	9,454,084
TOTAL	3	81	168	58	98	160	7	10	11	2			598	31,743	18,982,252

LONG BEACH CITY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE								1	1				2	7.10	59.5
WHITE FEMALE				2	1	2	1	3					9	32.10	48.1
WHITE MALE					4	4	4	4	1				17	60.70	50.5
TOTAL				2	5	6	5	8	2				28	99.90	50.4
FACULTY															
MINORITY FEMALE				1	2	4	1	1					9	3.50	45.8
MINORITY MALE			1	4	1	2	3	1	1				13	5.10	46.1
WHITE FEMALE		2	9	13	16	11	13	10	5	5			84	33.20	46.7
WHITE MALE			3	12	20	32	25	33	17	5			147	58.10	50.7
TOTAL		2	13	30	39	49	42	45	23	10			253	99.90	48.9
PROF/NON-FACULTY															
MINORITY FEMALE			1		1		1	1					4	12.10	46.0
MINORITY MALE					2		2						4	12.10	47.5
WHITE FEMALE						1	3	3					7	21.20	53.3
WHITE MALE				1	4	2	7	2	2				18	54.50	50.3
TOTAL			1	1	7	3	13	6	2				33	99.90	50.1
SECTY/CLERICAL															
MINORITY FEMALE	1	2	3	5	3	2	3		1				20	13.40	40.0
MINORITY MALE		1			1	1							3	2.00	38.0
WHITE FEMALE	2	6	9	18	12	14	19	24	15	5			124	83.20	43.0
WHITE MALE			1						1				2	1.30	47.0
TOTAL	3	9	13	23	16	17	22	24	17	5			149	99.90	46.7
TECH/PARAPROF															
MINORITY FEMALE		1		1					1				3	6.60	42.0
MINORITY MALE				1		1		1	1				4	8.80	50.3
WHITE FEMALE		1	4	6	1	1		3	1				17	37.70	41.3
WHITE MALE		5	4	5	1	2	3		1				21	46.60	37.8
TOTAL		7	8	13	2	4	3	4	4				45	99.70	40.5
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE		1			1		1						3	30.00	40.7
WHITE FEMALE							1						1	10.00	50.0
WHITE MALE		1	2	1	1				1				6	60.00	35.8
TOTAL		2	2	1	2		2		1				10	100.00	40.5
SERVICE/MAINT															
MINORITY FEMALE		1			1			1					3	3.70	41.7
MINORITY MALE	3	2	7	2	4	3	2	1					24	30.00	37.1
WHITE FEMALE				1			2	1	1				5	6.20	51.4
WHITE MALE	3	4	5	9	3	3	5	9	6	1			48	60.00	44.6
TOTAL	6	7	12	12	8	6	9	12	7	1			80	99.90	42.7
GRAND TOTAL															
MINORITY FEMALE	1	4	4	7	7	6	5	3	2				39	6.50	42.2
MINORITY MALE	3	4	8	7	9	7	8	4	3				53	8.80	42.2
WHITE FEMALE	2	9	22	40	30	29	39	44	22	10			247	41.30	47.3
WHITE MALE	3	10	15	28	33	43	44	48	29	6			259	43.30	48.2
TOTAL	9	27	49	82	79	85	96	99	56	16			598	99.90	46.9

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 1 full-time person was hired	0	100%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 16 positions were reported filled in Executive/Administrative/Managerial	19%	25%	31%	25%
▸ 13% of the persons in this position category were 60 years of age or older				
Faculty				
• 4 full-time faculty were hired	25%	0	0	75%
• None was promoted	0	0	0	0
• Fall 1985: 297 positions were reported filled in Faculty	14%	27%	13%	46%
▸ 19% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 12 positions were reported filled in Professional/Non-Faculty	8%	33%	25%	33%
▸ 17% of the persons in this position category were 60 years of age or older				
College-Wide				
• 26 full-time persons were hired	15%	19%	31%	35%
• 1 was promoted	0	0	100%	0
• Fall 1985: 509 positions were reported filled college-wide	22%	22%	20%	36%

- Reported in the two lowest salary ranges were:
  35% of all females and, of these, 77% were minority females.
  16% of all males and, of these, 67% were minority males

- 29% of all full-time females employed by the college were in the secretarial/clerical position category; 69% of these were filled by minority females

- 18% of all full-time males employed by the college were in the service/maintenance position category; 70% of these were filled by minority males.

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $6,407 or 76%.

- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 44%.

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STAFF DATA SYSTEM

12/03/86
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LOS ANGELES CITY COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	3	2	1	1	1	1									
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	16	9	7	4	4	2	2	1		2	1				
FACULTY															
1983-85 SEPARATIONS	43	22	21	20	17		4			2					
1983-85 NEW HIRES	4	3	1	3					1						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	297	175	122	137	80	13	23	13	4	12	11		4		
PROF/NON-FACULTY															
1983-85 SEPARATIONS	4	4		2		1		1							
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	12	7	5	4	4	1	1	2							
SECTY/CLERICAL															
1983-85 SEPARATIONS	32	8	24	3	8	2	11	1	1	1	3	1	1		
1983-85 NEW HIRES	12	6	6	2	3	3	3					1			
1983-85 PROMOTIONS															
1985 REPORTED STAFF	79	14	65	5	20	6	27	2	6		6	1	6		
TECH/PARAPROF															
1983-85 SEPARATIONS	9	8	1	5	1	2		1							
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	28	20	8	11	3	4	2	1	1	4	1		1		
SKILLED CRAFTS															
1983-85 SEPARATIONS	5	5		2		2				1					
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	9	9		5		1		3							
SERVICE/MAINT															
1983-85 SEPARATIONS	30	26	4	7		18	4			1					
1983-85 NEW HIRES	7	7		3		4									
1983-85 PROMOTIONS	1	1				1									
1985 REPORTED STAFF	68	50	18	15	1	30	17	3		2					
GRAND TOTAL															
1983-85 SEPARATIONS	126	75	51	40	27	26	19	3	1	5	3	1	1		
1983-85 NEW HIRES	26	17	9	9	5	7	3		1			1			
1983-85 PROMOTIONS	1	1				1									
1985 REPORTED STAFF	509	284	225	181	112	57	72	25	11	20	19	1	11		

LOS ANGELES CITY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE							2	1					3	55,271	165,814
MINORITY MALE							4	1					5	52,273	261,366
WHITE FEMALE						1		2		1			4	56,474	225,896
WHITE MALE							1	2	1				4	57,336	229,342
TOTAL						1	7	6	1	1			16	55,151	882,418
FACULTY															
MINORITY FEMALE			1	5	18	14	4						42	38,551	1,619,136
MINORITY MALE				2	16	17	3						38	39,432	1,498,416
WHITE FEMALE				11	32	36	1						80	37,893	3,031,413
WHITE MALE			1	17	41	74	4						137	38,680	5,299,193
TOTAL			2	35	107	141	12						297	38,546	11,448,163
PROF/NON-FACULTY															
MINORITY FEMALE			1										1	20,332	20,332
MINORITY MALE			3										3	22,865	68,594
WHITE FEMALE				4									4	28,570	114,278
WHITE MALE			1	1		2							4	34,609	138,434
TOTAL			5	5		2							12	28,470	341,638
SECTY/CLERICAL															
MINORITY FEMALE		40	5										45	17,223	775,033
MINORITY MALE		8	1										9	17,293	155,633
WHITE FEMALE		15	5										20	18,131	362,622
WHITE MALE		4	1										5	16,500	82,502
TOTAL		67	12										79	17,415	1,375,790
TECH/PARAPROF															
MINORITY FEMALE		3	1	1									5	21,241	106,207
MINORITY MALE				5	4								9	32,424	291,820
WHITE FEMALE		2	1										3	18,924	56,773
WHITE MALE		5	4	1	1								11	22,161	243,767
TOTAL		10	6	7	5								28	24,949	698,567
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1	3									4	29,070	116,281
WHITE FEMALE															
WHITE MALE				1	3	1							5	35,212	176,058
TOTAL			1	4	3	1							9	32,482	292,339
SERVICE/MAINT															
MINORITY FEMALE	2	15											17	15,474	263,061
MINORITY MALE	3	20	10	1	1								35	17,994	629,783
WHITE FEMALE		1											1	17,383	17,383
WHITE MALE		6	2	5	2								15	23,829	357,438
TOTAL	5	42	12	6	3								68	18,642	1,267,665
GRAND TOTAL															
MINORITY FEMALE	2	58	8	6	18	14	6	1					113	26,103	2,949,583
MINORITY MALE	3	28	15	11	21	17	7	1					103	29,339	3,021,893
WHITE FEMALE		18	6	15	32	37	1	2		1			112	34,003	3,808,365
WHITE MALE		15	9	25	47	77	5	2	1				181	36,059	6,526,739
TOTAL	5	119	38	57	118	145	19	6	1	1			509	32,037	16,306,580

LOS ANGELES CITY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE					1		1	1					3	18.70	50.7
MINORITY MALE				2			3						5	31.20	45.8
WHITE FEMALE				1		1		1			1		4	25.00	52.0
WHITE MALE					1	1		1	1				4	25.00	51.0
TOTAL				3	2	2	4	3	1		1		16	99.90	49.6
FACULTY															
MINORITY FEMALE			5	10	7	6	5	8	1				42	14.10	45.1
MINORITY MALE				3	10	7	8	8		1	1		38	12.70	49.0
WHITE FEMALE			5	8	16	10	15	12	8	6			80	26.90	49.5
WHITE MALE			2	13	22	19	24	19	26	10	2		137	46.10	51.8
TOTAL			12	34	55	42	52	47	35	17	3		297	99.80	49.9
PROF/NON-FACULTY															
MINORITY FEMALE				1									1	8.30	37.0
MINORITY MALE				2		1							3	25.00	39.7
WHITE FEMALE				1			2	1					4	33.30	48.3
WHITE MALE			1		1				1	1			4	33.30	50.5
TOTAL			1	4	1	1	2	1	1	1			12	99.90	45.9
SECTY/CLERICAL															
MINORITY FEMALE	2	4	13	7	4	3	7	3	1	1			45	56.90	40.3
MINORITY MALE	1		1	2	1	2		1	1				9	11.30	42.4
WHITE FEMALE	1		2		3	1	2	6	4			1	20	25.30	52.0
WHITE MALE		1	2	1				1					5	6.30	37.4
TOTAL	4	5	18	10	8	6	9	11	6	1		1	79	99.80	43.3
TECH/PARAPROF															
MINORITY FEMALE		1	1				1	2					5	17.80	45.8
MINORITY MALE			1		1	1	4	1	1				9	32.10	50.7
WHITE FEMALE		1		1				1					3	10.70	39.3
WHITE MALE			1	3	2		3	2					11	39.20	44.7
TOTAL		2	3	4	3	1	8	6	1				28	99.80	46.3
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				1		2			1				4	44.40	48.0
WHITE FEMALE															
WHITE MALE		1	1	1			1		1				5	55.50	42.0
TOTAL		1	1	2		2	1		2				9	99.90	44.7
SERVICE/MAINT															
MINORITY FEMALE			1	4	1	1	4	3	3				17	25.00	48.6
MINORITY MALE		1	2	2	4	7	8	4	7				35	51.40	49.7
WHITE FEMALE		1											1	1.40	29.0
WHITE MALE			1	2	4	1	2	3	1	1			15	22.00	48.0
TOTAL		2	4	8	9	9	14	10	11	1			68	99.80	48.8
GRAND TOTAL															
MINORITY FEMALE	2	5	20	22	13	10	18	17	5	1			113	22.20	43.8
MINORITY MALE	1	1	4	12	16	20	23	14	10	1	1		103	20.20	48.3
WHITE FEMALE	1	2	7	11	19	12	19	21	12	6	1	1	112	22.00	49.5
WHITE MALE		2	8	20	30	21	30	26	30	12	2		181	35.50	50.3
TOTAL	4	10	39	65	78	63	90	78	57	20	4	1	509	99.90	48.3

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 14 positions were reported filled in Executive/Administrative/Managerial	14%	0	57%	29%
▸ 14% of the persons in this position category were 60 years of age or older				
Faculty				
• 2 full-time faculty were hired	0	0	0	100%
• None was promoted	0	0	0	0
• Fall 1985: 221 positions were reported filled in Faculty	16%	24%	20%	40%
▸ 12% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	100%	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 7 positions were reported filled in Professional/Non-Faculty	14%	14%	43%	29%
▸ 14% of the persons in this position category was 60 years of age or older				
College-Wide				
• 10 full-time persons were hired	20%	30%	20%	30%
• 1 was promoted	100%	0	0	0
• Fall 1985: 407 positions were reported filled college-wide	24%	18%	28%	29%

- Reported in the two lowest salary ranges were:
  37% of all females and, of these, 79% were minority females
  18% of all males and, of these, 88% were minority males.

- 36% of all full-time females employed by the college were in the secretarial/clerical position category; 76% of these were filled by minority females

- 23% of all full-time males employed by the college were in the service/maintenance position category; 81% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $923 or 5%

- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 36%

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AASTFHPS/STFHPS                     C H A N C E L L O R ' S   O F F I C E                                  12/03/86
                              C A L I F O R N I A   C O M M U N I T Y   C O L L E G E S                    17:19:44
                                        S T A F F   D A T A   S Y S T E M
EAST LOS ANGELES COLLEGE
                                                    FULL TIME EMPLOYEES
                        1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

  POSITION                    TOTAL                          NON - HISPANIC                         ASIAN/PAC.                AMER IND/
  CATEGORY                    POSI-  TOTAL   TOTAL      WHITE           BLACK          HISPANIC      ISLANDER      FILIPINO    AL NATIVE
                              TIONS  MALES FEMALES        M      F      M      F      M      F      M      F      M      F      M      F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS             2      2                1                           1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF            14     12       2        4                    1      7      1      1

FACULTY
  1983-85 SEPARATIONS            40     17      23       13     18                    3      3      1      2
  1983-85 NEW HIRES               2      2                2
  1983-85 PROMOTIONS
  1985 REPORTED STAFF           221    133      88       89     52      4      6     31     22      8      8                    1

PROF/NON-FACULTY
  1983-85 SEPARATIONS             4      2       2        1      1                           1                    1
  1983-85 NEW HIRES               1              1                                                                       1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF             7      5       2        2      1                    1             1             1      1

SECTY/CLERICAL
  1983-85 SEPARATIONS            33      3      30               6             4      1     15             3      2      2
  1983-85 NEW HIRES               3              3               2                                                       1
  1983-85 PROMOTIONS              1              1                                           1
  1985 REPORTED STAFF            72     10      62        2     15      1      4      4     23      1     14      2      5             1

TECH/PARAPROF
  1983-85 SEPARATIONS             8      6       2        4      2                    1             1
  1983-85 NEW HIRES               3      2       1               1      1                           1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF            14     11       3        6      2      2             3                    1

SKILLED CRAFTS
  1983-85 SEPARATIONS             5      5                3             1             1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF            11     11                7             1             2             1

SERVICE/MAINT
  1983-85 SEPARATIONS             9      5       4        1             2      4      1                                         1
  1983-85 NEW HIRES               1      1                1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF            68     53      15       10      3     19      5     21      5      3      2

GRAND TOTAL
  1983-85 SEPARATIONS           101     48      61       23     27      3      8      8     19      2      5      3      2      1
  1983-85 NEW HIRES              10      5       5        3      3      1                           1                    2
  1983-85 PROMOTIONS              1              1                                           1
  1985 REPORTED STAFF           407    235     172      120     73     27     16     69     51     15     25      3      6      1      1
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EAST LOS ANGELES COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE							2						2	51,039	102,078
MINORITY MALE							3	4		1			8	56,898	455,184
WHITE FEMALE															
WHITE MALE							2	2					4	52,106	208,423
TOTAL							7	6		1			14	54,692	765,685
FACULTY															
MINORITY FEMALE			4	3	20	7	2						36	37,019	1,332,676
MINORITY MALE			2	4	10	22	6						44	39,414	1,734,222
WHITE FEMALE			2	7	13	29	1						52	38,171	1,984,872
WHITE MALE				11	22	55	1						89	38,586	3,434,196
TOTAL			8	25	65	113	10						221	38,398	8,485,966
PROF/NON-FACULTY															
MINORITY FEMALE						1							1	41,499	41,499
MINORITY MALE			2	1									3	26,413	79,239
WHITE FEMALE				1									1	30,367	30,367
WHITE MALE			1	1									2	28,019	56,037
TOTAL			3	3		1							7	29,592	207,142
SECTY/CLERICAL															
MINORITY FEMALE		40	7										47	17,466	820,904
MINORITY MALE		5	3										8	18,040	144,320
WHITE FEMALE		10	4	1									15	18,248	273,725
WHITE MALE		1	1										2	21,135	42,269
TOTAL		56	15	1									72	17,795	1,281,218
TECH/PARAPROF															
MINORITY FEMALE			1										1	22,694	22,694
MINORITY MALE		1	4										5	20,600	103,002
WHITE FEMALE		1	1										2	19,198	38,396
WHITE MALE		2	3	1									6	21,858	131,147
TOTAL		4	9	1									14	21,039	295,239
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1	1	2								4	31,925	127,698
WHITE FEMALE															
WHITE MALE				5	2								7	31,865	223,057
TOTAL			1	6	4								11	31,887	350,755
SERVICE/MAINT															
MINORITY FEMALE	2	8	2										12	14,850	178,194
MINORITY MALE	2	30	7	2	2								43	18,364	789,646
WHITE FEMALE	1	1		1									3	18,348	55,045
WHITE MALE		2	4	3	1								10	23,234	232,343
TOTAL	5	41	13	6	3								68	18,459	1,255,228
GRAND TOTAL															
MINORITY FEMALE	2	48	14	3	20	8	4						99	25,233	2,498,045
MINORITY MALE	2	36	19	8	14	22	9	4		1			115	29,855	3,433,311
WHITE FEMALE	1	12	7	10	13	29	1						73	32,636	2,382,405
WHITE MALE		5	9	21	25	55	3	2					120	36,062	4,327,472
TOTAL	5	101	49	42	72	114	17	6		1			407	31,060	12,641,233

EAST LOS ANGELES COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE				1	1								2	14.20	39.0
MINORITY MALE					2	1	3	1		1			8	57.10	51.6
WHITE FEMALE															
WHITE MALE						1	2		1				4	28.50	52.5
TOTAL				1	3	2	5	1	1	1			14	99.80	50.1
FACULTY															
MINORITY FEMALE			3	9	8	4	7	5					36	16.20	44.4
MINORITY MALE			2	8	6	4	9	11	4				44	19.90	49.1
WHITE FEMALE		1	1	5	7	8	9	11	6	2	2		52	23.50	51.1
WHITE MALE				7	12	14	24	19	10	2	1		89	40.20	51.4
TOTAL		1	6	29	33	30	49	46	20	4	3		221	99.80	49.7
PROF/NON-FACULTY															
MINORITY FEMALE					1								1	14.20	42.0
MINORITY MALE					1	1	1						3	42.80	46.7
WHITE FEMALE			1										1	14.20	34.0
WHITE MALE							1		1				2	28.50	56.5
TOTAL			1		2	1	2		1				7	99.70	47.0
SECTY/CLERICAL															
MINORITY FEMALE	2	3	5	12	8	1	4	4	7	1			47	65.20	43.4
MINORITY MALE	1	1	1		3			2					8	11.10	40.5
WHITE FEMALE		1	1	3	2	1	2	4	1				15	20.80	46.1
WHITE MALE				1	1								2	2.70	39.5
TOTAL	3	5	7	16	14	2	6	10	8	1			72	99.80	43.6
TECH/PARAPROF															
MINORITY FEMALE					1								1	7.10	40.0
MINORITY MALE			1	1		1		2					5	35.70	46.2
WHITE FEMALE		1		1									2	14.20	33.5
WHITE MALE		1	1	1	1	1			1				6	42.80	41.2
TOTAL		2	2	3	2	2		2	1				14	99.80	41.8
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			2			1		1					4	36.30	42.8
WHITE FEMALE															
WHITE MALE				2	1	2	1	1					7	63.60	45.4
TOTAL			2	2	1	3	1	2					11	99.90	44.5
SERVICE/MAINT															
MINORITY FEMALE			1	1	1	1	1	6	1				12	17.60	51.8
MINORITY MALE		3	11	6	6	6	5	4	2				43	63.20	42.0
WHITE FEMALE			1		1		1						3	4.40	43.0
WHITE MALE			1		4	1	2	1	1				10	14.70	46.7
TOTAL		3	14	7	12	8	9	11	4				68	99.90	44.5
GRAND TOTAL															
MINORITY FEMALE	2	3	9	23	20	6	12	15	8	1			99	24.30	44.6
MINORITY MALE	1	4	17	15	18	14	18	21	6	1			115	28.20	45.6
WHITE FEMALE		3	4	9	10	9	12	15	7	2	2		73	17.90	49.0
WHITE MALE		1	2	11	19	19	30	21	14	2	1		120	29.40	50.1
TOTAL	3	11	32	58	67	48	72	72	35	6	3		407	99.80	47.3

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	0	0	0	100%
• None was promoted	0	0	0	0
• Fall 1985: 12 positions were reported filled in Executive/Administrative/Managerial	17%	25%	17%	42%
▸ 17% of the persons in this position category were 60 years of age or older				
Faculty				
• 3 full-time faculty were hired	33%	0	0	67%
• 1 was promoted	0	0	0	100%
• Fall 1985: 172 positions were reported filled in Faculty	12%	36%	8%	44%
▸ 12% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	0	0	100%	0
• None was promoted	0	0	0	0
• Fall 1985: 6 positions were reported filled in Professional/Non-Faculty	17%	33%	33%	17%
▸ 17% of the persons in this position category were 60 years of age or older				
College-Wide				
• 14 full-time persons were hired	64%	0	7%	29%
• 3 were promoted	33%	33%	0	33%
• Fall 1985: 303 positions were reported filled college-wide	18%	31%	15%	34%

- Reported in the two lowest salary ranges were:
  42% of all females and, of these, 54% were minority females
  24% of all males and, of these, 76% were minority males.

- 30% of all full-time females employed by the college were in the secretarial/clerical position category; 49% of these were filled by minority females

- 22% of all full-time males employed by the college were in the service/maintenance position category; 79% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $5,916 or 30%

- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 43%

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LOS ANGELES HARBOR

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	6	6		5		1									
1983-85 NEW HIRES	2	2		2											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	12	7	5	5	3	1	2					1			
FACULTY															
1983-85 SEPARATIONS	25	15	10	14	10			1							
1983-85 NEW HIRES	3	2	1	2							1				
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	172	90	82	76	62	6	7	5	6	3	6		1		
PROF/NON-FACULTY															
1983-85 SEPARATIONS	4	3	1	3									1		
1983-85 NEW HIRES	1	1						1							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	6	3	3	1	2			1			1	1			
SECTY/CLERICAL															
1983-85 SEPARATIONS	32	1	31		9	1	11		9		2				
1983-85 NEW HIRES	8		8				6		1		1				
1983-85 PROMOTIONS	1		1								1				
1985 REPORTED STAFF	49	4	45	2	23	2	6		4		6		4		2
TECH/PARAPROF															
1983-85 SEPARATIONS	5	2	3	1	2		1			1					
1983-85 NEW HIRES															
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	14	9	5	7	4	1	1	1							
SKILLED CRAFTS															
1983-85 SEPARATIONS	2	2		1		1									
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	7	7		4		1		1		1					
SERVICE/MAINT															
1983-85 SEPARATIONS	14	11	3	3	1	8	2								
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	43	33	10	7	1	23	8			3	1				
GRAND TOTAL															
1983-85 SEPARATIONS	88	40	48	27	22	11	14	1	9	1	2		1		
1983-85 NEW HIRES	14	5	9	4			6	1	1		2				
1983-85 PROMOTIONS	3	1	2	1	1						1				
1985 REPORTED STAFF	303	153	150	102	95	34	24	8	10	7	14	2	5		2

LOS ANGELES HARBOR

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE							2						2	52,129	104,257
MINORITY MALE								1	1				2	58,190	116,380
WHITE FEMALE							2	1					3	52,592	157,775
WHITE MALE							2	2		1			5	57,206	286,030
TOTAL							6	4	1	1			12	55,370	664,442
FACULTY															
MINORITY FEMALE			2	4	11	3							20	34,595	691,898
MINORITY MALE				2	4	5	3						14	40,575	568,048
WHITE FEMALE			1	6	27	27	1						62	38,261	2,372,183
WHITE MALE				6	14	55	1						76	39,171	2,976,958
TOTAL			3	18	56	90	5						172	38,425	6,609,037
PROF/NON-FACULTY															
MINORITY FEMALE				1									1	32,168	32,168
MINORITY MALE			1			1							2	34,244	68,487
WHITE FEMALE		1		1									2	24,493	48,985
WHITE MALE			1										1	20,906	20,906
TOTAL		1	2	2		1							6	28,424	170,546
SECTY/CLERICAL															
MINORITY FEMALE		20	2										22	16,690	367,177
MINORITY MALE			1	1									2	22,786	45,571
WHITE FEMALE		20	3										23	17,523	403,040
WHITE MALE		1		1									2	22,414	44,827
TOTAL		41	6	2									49	17,564	860,615
TECH/PARAPROF															
MINORITY FEMALE			1										1	21,092	21,092
MINORITY MALE		1		1									2	22,898	45,796
WHITE FEMALE		2	2										4	19,446	77,782
WHITE MALE			3	3	1								7	26,489	185,420
TOTAL		3	6	4	1								14	23,578	330,090
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1	1	1								3	30,810	92,430
WHITE FEMALE															
WHITE MALE				1	3								4	34,953	139,812
TOTAL			1	2	4								7	33,177	232,242
SERVICE/MAINT															
MINORITY FEMALE		8	1										9	17,025	153,229
MINORITY MALE		16	8	1	1								26	18,924	492,018
WHITE FEMALE				1									1	28,149	28,149
WHITE MALE		3	1	2	1								7	23,924	167,465
TOTAL		27	10	4	2								43	19,555	840,861
GRAND TOTAL															
MINORITY FEMALE		28	6	5	11	3	2						55	24,906	1,369,821
MINORITY MALE		17	11	6	6	6	3	1	1				51	28,014	1,428,730
WHITE FEMALE		23	6	8	27	27	3	1					95	32,504	3,087,914
WHITE MALE		4	5	13	19	55	3	2		1			102	37,465	3,821,418
TOTAL		72	28	32	63	91	11	4	1	1			303	32,039	9,707,883

LOS ANGELES HARBOR

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE						2							2	16.60	47.0
MINORITY MALE				1				1					2	16.60	46.5
WHITE FEMALE					1				1	1			3	25.00	56.7
WHITE MALE					1		1	3					5	41.60	52.6
TOTAL				1	2	2	1	4	1	1			12	99.80	51.7
FACULTY															
MINORITY FEMALE		1	2	4	5	2	2	3		1			20	11.60	44.6
MINORITY MALE			1	1	1	4	1	5	1				14	8.10	49.6
WHITE FEMALE			2	7	10	11	11	13	5	3			62	36.00	49.6
WHITE MALE			3	7	6	17	18	14	6	5			76	44.10	50.4
TOTAL		1	8	19	22	34	32	35	12	9			172	99.80	49.3
PROF/NON-FACULTY															
MINORITY FEMALE									1				1	16.60	61.0
MINORITY MALE				1	1								2	33.30	39.5
WHITE FEMALE								2					2	33.30	57.5
WHITE MALE			1										1	16.60	30.0
TOTAL			1	1	1			2	1				6	99.80	47.5
SECTY/CLERICAL															
MINORITY FEMALE	5			1	5	4	4	1	2				22	44.80	42.3
MINORITY MALE		1						1					2	4.00	40.5
WHITE FEMALE		2		2	3	1	5	5	2	2		1	23	46.90	51.7
WHITE MALE			1		1								2	4.00	35.0
TOTAL	5	3	1	3	9	5	9	7	4	2		1	49	99.70	46.3
TECH/PARAPROF															
MINORITY FEMALE					1								1	7.10	42.0
MINORITY MALE		1						1					2	14.20	41.5
WHITE FEMALE		1		2					1				4	28.50	40.8
WHITE MALE			1	2	2	1		1					7	50.00	42.1
TOTAL		2	1	4	3	1		2	1				14	99.80	41.6
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE					1			2					3	42.80	52.7
WHITE FEMALE															
WHITE MALE					1	1	1	1					4	57.10	49.3
TOTAL					2	1	1	3					7	99.90	50.7
SERVICE/MAINT															
MINORITY FEMALE				3	1	3	1	1					9	20.90	44.6
MINORITY MALE		1	8	2	1	5	3	4	1	1			26	60.40	43.9
WHITE FEMALE				1									1	2.30	39.0
WHITE MALE				2			1	2	2				7	16.20	52.0
TOTAL		1	8	8	2	8	5	7	3	1			43	99.80	45.2
GRAND TOTAL															
MINORITY FEMALE	5	1	2	8	12	11	7	5	3	1			55	18.10	44.0
MINORITY MALE		3	9	5	4	9	4	14	2	1			51	16.80	45.7
WHITE FEMALE		3	2	12	14	12	16	20	9	6		1	95	31.30	50.0
WHITE MALE			6	11	11	19	21	21	8	5			102	33.60	49.5
TOTAL	5	7	19	36	41	51	48	60	22	13		1	303	99.80	48.0

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 7 positions were reported filled in Executive/Administrative/Managerial	14%	0	29%	57%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 2 full-time faculty were hired	0	50%	0	50%
• None was promoted	0	0	0	0
• Fall 1985: 62 positions were reported filled in Faculty	15%	26%	18%	42%
▸ 5% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 6 positions were reported filled in Professional/Non-Faculty	17%	50%	17%	17%
▸ 17% of the persons in this position category were 60 years of age or older				
College-Wide				
• 4 full-time persons were hired	0	75%	0	25%
• 1 was promoted	100%	0	0	0
• Fall 1985: 116 positions were reported filled college-wide	16%	35%	17%	31%

- Reported in the two lowest salary ranges were:
  52% of all females and, of these, 29% were minority females.
  16% of all males and, of these, 56% were minority males.

- 47% of all full-time females employed by the college were in the secretarial/clerical position category; 29% of these were filled by minority females.

- 16% of all full-time males employed by the college were in the service/maintenance position category; 56% of these were filled by minority males.

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $11,499 or 61%

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LOS ANGELES MISSION CLG

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	2		2		1		1								
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	7	6	1	4			1	2							
FACULTY															
1983-85 SEPARATIONS	15	7	8	3	3	1	1	2	4			1			
1983-85 NEW HIRES	2	1	1	1	1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	62	37	25	26	16	3	4	8	5						
PROF/NON-FACULTY															
1983-85 SEPARATIONS	2	2		2											
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	6	2	4	1	3				1	1					
SECTY/CLERICAL															
1983-85 SEPARATIONS	19		19		9				8		1		1		
1983-85 NEW HIRES	2		2		2										
1983-85 PROMOTIONS	1		1						1						
1985 REPORTED STAFF	29	1	28	1	20		1		3		1		1		2
TECH/PARAPROF															
1983-85 SEPARATIONS	3	3		2				1							
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	2	1	1		1					1					
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
SERVICE/MAINT															
1983-85 SEPARATIONS	3	3		2		1									
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	10	9	1	4	1	4		1							
GRAND TOTAL															
1983-85 SEPARATIONS	44	15	29	9	13	2	2	3	12		1	1	1		
1983-85 NEW HIRES	4	1	3	1	3										
1983-85 PROMOTIONS	1		1						1						
1985 REPORTED STAFF	116	56	60	36	41	7	6	11	9	2	1		1		2

LOS ANGELES MISSION CLG

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE							1						1	53,218	53.218
MINORITY MALE								2					2	57,825	115.650
WHITE FEMALE															
WHITE MALE							2		1	1			4	61,084	244.336
TOTAL							3	2	1	1			7	59.029	413.204
FACULTY															
MINORITY FEMALE				4	3	1	1						9	35.268	317.414
MINORITY MALE				1	5	3	2						11	41,200	453.200
WHITE FEMALE				3	9	4							16	37,182	594.907
WHITE MALE				1	19	5	1						26	38.017	988.436
TOTAL				9	36	13	4						62	37.967	2.353.957
PROF/NON-FACULTY															
MINORITY FEMALE			1										1	22.119	22.119
MINORITY MALE						1							1	44,527	44,527
WHITE FEMALE			1	2									3	26,839	80.518
WHITE MALE					1								1	37,193	37,193
TOTAL			2	2	1	1							6	30,726	184.357
SECTY/CLERICAL															
MINORITY FEMALE		5	3										8	17,691	141,529
MINORITY MALE															
WHITE FEMALE		14	6										20	18.108	362,154
WHITE MALE			1										1	25,187	25,187
TOTAL		19	10										29	18.237	528.870
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE				1									1	30,367	30,367
WHITE FEMALE		1											1	18,868	18,868
WHITE MALE															
TOTAL		1		1									2	24,618	49,235
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		4	1										5	16,999	84,994
WHITE FEMALE					1								1	37,923	37,923
WHITE MALE		1	2	1									4	22,671	90,685
TOTAL		5	3	1	1								10	21,360	213,602
GRAND TOTAL															
MINORITY FEMALE		5	4	4	3	1	2						19	28,120	534,280
MINORITY MALE		4	1	2	5	4	2	2					20	36,437	728.738
WHITE FEMALE		15	7	5	10	4							41	26,692	1,094,370
WHITE MALE		1	3	2	20	5	3		1	1			36	38,495	1,385,837
TOTAL		25	15	13	38	14	7	2	1	1			116	32.269	3.743.225

LOS ANGELES MISSION CLG

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE				1									1	14.20	39.0
MINORITY MALE					1	1							2	28.50	45.0
WHITE FEMALE															
WHITE MALE							2	2					4	57.10	53.8
TOTAL				1	1	1	2	2					7	99.80	49.1
FACULTY															
MINORITY FEMALE			2	2	1	1	2	1					9	14.50	42.8
MINORITY MALE					5	3	2	1					11	17.70	46.0
WHITE FEMALE				2	3	2	5	2	1	1			16	25.80	49.4
WHITE MALE				5	7	6	3	4		1			26	41.90	46.7
TOTAL			2	9	16	12	12	8	1	2			62	99.90	46.7
PROF/NON-FACULTY															
MINORITY FEMALE		1											1	16.60	28.0
MINORITY MALE				1									1	16.60	39.0
WHITE FEMALE			1		1				1				3	50.00	46.3
WHITE MALE					1								1	16.60	44.0
TOTAL		1	1	1	2				1				6	99.80	41.7
SECTY/CLERICAL															
MINORITY FEMALE		1			3	2	1		1				8	27.50	44.8
MINORITY MALE															
WHITE FEMALE		1	3	1	4	2		5	3	1			20	68.90	47.4
WHITE MALE			1										1	3.40	34.0
TOTAL		2	4	1	7	4	1	5	4	1			29	99.80	46.2
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE				1									1	50.00	36.0
WHITE FEMALE		1											1	50.00	27.0
WHITE MALE															
TOTAL		1		1									2	100.00	31.5
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		1	1	1	1			1					5	50.00	40.2
WHITE FEMALE						1							1	10.00	48.0
WHITE MALE					1			3					4	40.00	51.5
TOTAL		1	1	1	2	1		4					10	100.00	45.5
GRAND TOTAL															
MINORITY FEMALE		2	2	3	4	3	3	1	1				19	16.30	42.6
MINORITY MALE		1	1	3	7	4	2	2					20	17.20	43.6
WHITE FEMALE		2	4	3	8	5	5	7	5	2			41	35.30	47.6
WHITE MALE			1	5	9	6	5	9		1			36	31.00	47.6
TOTAL		5	8	14	28	18	15	19	6	3			116	99.80	46.1

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 1 full-time person was hired	0	0	100%	0
• 1 was promoted	0	0	0	100%
• Fall 1985: 12 positions were reported filled in Executive/Administrative/Managerial	0	8%	17%	75%
▸ 17% of the persons in this position category were 60 years of age or older				
Faculty				
• 15 full-time faculty were hired	7%	13%	7%	73%
• None was promoted	0	0	0	0
• Fall 1985: 305 positions were reported filled in Faculty	4%	29%	4%	63%
▸ 21% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	0	100%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 8 positions were reported filled in Professional/Non-Faculty	0	75%	0	25%
▸ 13% of the persons in this position category were 60 years of age or older				
College-Wide				
• 28 full-time persons were hired	11%	18%	21%	50%
• 4 were promoted	0	75%	0	25%
• Fall 1985: 521 positions were reported filled college-wide	5%	34%	10%	51%

▸ Reported in the two lowest salary ranges were:
37% of all females and, of these, 16% were minority females
11% of all males and, of these, 57% were minority males.

▸ 34% of all full-time females employed by the college were in the secretarial/clerical position category; 9% of these were filled by minority females

▸ 21% of all full-time males employed by the college were in the service/maintenance position category; 39% of these were filled by minority males

▸ In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $4,375 or 23%

▸ In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 20%

AASTFHPS/STFHPS

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STAFF DATA SYSTEM

12/03/86
17:19:44

LOS ANGELES PIERCE CLGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI- TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/ AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	6	3	3	3	1		1								1
1983-85 NEW HIRES	1	1						1							
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	12	11	1	9	1	1		1							
FACULTY															
1983-85 SEPARATIONS	40	25	15	24	15	1									
1983-85 NEW HIRES	15	12	3	11	2	1			1						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	305	205	100	192	87	3	2	6	7	4	3		1		
PROF/NON-FACULTY															
1983-85 SEPARATIONS	6	1	5	1	5										
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	8	2	6	2	6										
SECTY/CLERICAL															
1983-85 SEPARATIONS	14		14		10		3		1						
1983-85 NEW HIRES	2	1	1	1	1										
1983-85 PROMOTIONS	3		3		3										
1985 REPORTED STAFF	79	9	70	6	64	1	2	1	2		2	1			
TECH/PARAPROF															
1983-85 SEPARATIONS	6	5	1	3	1			1						1	
1983-85 NEW HIRES	2	1	1		1					1					
1983-85 PROMOTIONS															
1985 REPORTED STAFF	19	10	9	7	9	1				2					
SKILLED CRAFTS															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	15	15		12		1		2							
SERVICE/MAINT															
1983-85 SEPARATIONS	21	18	3	10		7	2		1					1	
1983-85 NEW HIRES	7	5	2	2		3	1		1						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	83	66	17	40	10	23	6	3	1						
GRAND TOTAL															
1983-85 SEPARATIONS	94	53	41	42	32	8	6	1	2					2	1
1983-85 NEW HIRES	28	20	8	14	5	4	1	1	2	1					
1983-85 PROMOTIONS	4	1	3	1	3										
1985 REPORTED STAFF	521	318	203	268	177	30	10	13	10	6	5	1	1		

LOS ANGELES PIERCE CLGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE								1	1				2	58,190	116.380
WHITE FEMALE								1					1	60,826	60.826
WHITE MALE							4	4	1				9	55,674	501,069
TOTAL							4	6	2				12	56,523	678.275
FACULTY															
MINORITY FEMALE				2	3	8							13	38,871	505.320
MINORITY MALE				2	2	8	1						13	39,254	510.308
WHITE FEMALE			1	19	21	43	3						87	37,577	3,269,158
WHITE MALE				19	48	121	4						192	39,041	7.495,928
TOTAL			1	42	74	180	8						305	38.625	11.780,714
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			5	1									6	23,458	140,745
WHITE MALE			1	1									2	24,560	49,120
TOTAL			6	2									8	23.733	189.865
SECTY/CLERICAL															
MINORITY FEMALE		5	1										6	18,501	111.005
MINORITY MALE		2	1										3	17.639	52.918
WHITE FEMALE	2	47	15										64	17.696	1.132.533
WHITE MALE		5	1										6	17,468	104,805
TOTAL	2	59	18										79	17,737	1,401.261
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE		1	2										3	19,899	59,696
WHITE FEMALE		5	4										9	18,833	169.495
WHITE MALE		1	3	3									7	24.627	172.386
TOTAL		7	9	3									19	21.136	401.577
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			2	1									3	26.718	80.154
WHITE FEMALE															
WHITE MALE			1	6	4	1							12	32.025	384.297
TOTAL			3	7	4	1							15	30.963	464,451
SERVICE/MAINT															
MINORITY FEMALE	1	6											7	14.193	99.350
MINORITY MALE	1	16	7		2								26	18.617	484,032
WHITE FEMALE	1	9											10	15.157	151.574
WHITE MALE		9	22	7	2								40	22.129	885,178
TOTAL	3	40	29	7	4								83	19.520	1,620.134
GRAND TOTAL															
MINORITY FEMALE	1	11	1	2	3	8							26	27,526	715.675
MINORITY MALE	1	19	12	3	4	8	1	1	1				50	26.070	1.303.488
WHITE FEMALE	3	61	25	20	21	43	3	1					177	27.821	4.924.331
WHITE MALE		15	28	36	54	122	8	4	1				268	35.794	9.592.783
TOTAL	5	106	66	61	82	181	12	6	2				521	31.739	16,536.277

LOS ANGELES PIERCE CLGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE								2					2	16.60	55.0
WHITE FEMALE						1							1	8.30	47.0
WHITE MALE					3	2	1	1	2				9	75.00	50.6
TOTAL					3	3	1	3	2				12	99.90	51.0
FACULTY															
MINORITY FEMALE				1	4	4	2		1		1		13	4.20	47.7
MINORITY MALE			1	3	2		1	4	1	1			13	4.20	49.0
WHITE FEMALE			6	10	12	17	10	17	11	4			87	28.50	49.6
WHITE MALE		2	5	18	25	32	33	32	29	16			192	62.90	51.4
TOTAL		2	12	32	43	53	46	53	42	21	1		305	99.80	50.6
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				1		2	2		1				6	75.00	49.8
WHITE MALE			1	1									2	25.00	32.5
TOTAL			1	2		2	2		1				8	100.00	45.5
SECTY/CLERICAL															
MINORITY FEMALE		1		1		1	2	1					6	7.50	45.0
MINORITY MALE		1		1		1							3	3.70	38.0
WHITE FEMALE		3	3	2	4	8	9	20	13	2			64	81.00	52.3
WHITE MALE		1	1				3				1		6	7.50	48.0
TOTAL		6	4	4	4	10	14	21	13	2	1		79	99.70	50.9
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE				1		1			1				3	15.70	48.7
WHITE FEMALE			1		2	3		2	1				9	47.30	47.8
WHITE MALE		1		2		1	1	2					7	36.30	44.6
TOTAL		1	1	3	2	5	1	4	2				19	99.80	46.7
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				1	1		1						3	20.00	43.0
WHITE FEMALE															
WHITE MALE			2	1	4		3	1	1				12	80.00	45.3
TOTAL			2	2	5		4	1	1				15	100.00	44.8
SERVICE/MAINT															
MINORITY FEMALE			1	1	1	1	1	2					7	8.40	46.6
MINORITY MALE	2	2	8	4	2	4	1	3					26	31.30	38.0
WHITE FEMALE				4	1		2	2	1				10	12.00	47.0
WHITE MALE	1	6	8	7	3	5	2	5	2	1			40	48.10	41.6
TOTAL	3	8	17	16	7	10	6	12	3	1			83	99.80	41.6
GRAND TOTAL															
MINORITY FEMALE		1	1	3	5	6	5	3	1		1		26	4.90	46.8
MINORITY MALE	2	3	9	10	5	6	3	9	2	1			50	9.50	42.5
WHITE FEMALE		3	10	17	19	31	23	41	27	6			177	33.90	50.3
WHITE MALE	1	10	17	29	35	40	43	41	34	17	1		268	51.40	49.2
TOTAL	3	17	37	59	64	83	74	94	64	24	2		521	99.70	48.8

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	0	50%	0	50%
• 1 was promoted	0	0	100%	0
• Fall 1985: 14 positions were reported filled in Executive/Administrative/Managerial	14%	7%	64%	14%
▸ 14% of the persons in this position category were 60 years of age or older				
Faculty				
• 3 full-time faculty were hired	0	0	67%	33%
• None was promoted	0	0	0	0
• Fall 1985: 106 positions were reported filled in Faculty	36%	18%	25%	22%
▸ 9% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 4 positions were reported filled in Professional/Non-Faculty	0	25%	75%	0
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 14 full-time persons were hired	29%	7%	43%	21%
• 2 were promoted	50%	0	50%	0
• Fall 1985: 222 positions were reported filled college-wide.	40%	12%	34%	15%

- Reported in the two lowest salary ranges were:
  36% of all females and, of these, 95% were minority females.
  15% of all males and, of these, 100% were minority males.

- 33% of all full-time females employed by the college were in the secretarial/clerical position category; 92% of these were filled by minority females

- 26% of all full-time males employed by the college were in the service/maintenance position category; 89% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $3,870 or 21%

- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 50%

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AASTFHPS/STFHPS                       C H A N C E L L O R ' S   O F F I C E                      12/03/86
                              C A L I F O R N I A   C O M M U N I T Y   C O L L E G E S           17:19:44
                                      S T A F F   D A T A   S Y S T E M
LOS ANGELES SOUTHWEST CLG
                                                  FULL TIME EMPLOYEES
                    1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

  POSITION                 TOTAL                     NON - HISPANIC                 ASIAN/PAC.                AMER IND/
  CATEGORY                 POSI- TOTAL  TOTAL     WHITE       BLACK     HISPANIC    ISLANDER    FILIPINO    AL NATIVE
                           TIONS MALES FEMALES    M     F     M     F     M     F     M     F     M     F     M     F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS
  1983-85 NEW HIRES            2     1     1     1     1
  1983-85 PROMOTIONS           1     1                                1
  1985 REPORTED STAFF         14    11     3     2     1     7     2     1           1

FACULTY
  1983-85 SEPARATIONS         14     8     6     6     4           2     1           1
  1983-85 NEW HIRES            3     3           1           1                       1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF        106    49    57    23    19    20    35     2           4     2                       1

PROF/NON-FACULTY
  1983-85 SEPARATIONS          3     2     1                 1     1     1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF          4     3     1           1     3

SECTY/CLERICAL
  1983-85 SEPARATIONS         18     3    15     2     1     1    14
  1983-85 NEW HIRES            3     1     2                 1     1                                               1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         42     4    38           3     4    30           2                       2           1

TECH/PARAPROF
  1983-85 SEPARATIONS          3     1     2                 1     2
  1983-85 NEW HIRES            4     2     2                       1     1           1                 1
  1983-85 PROMOTIONS           1           1                       1
  1985 REPORTED STAFF         15     7     8     2     2     3     4     1           1     1           1

SKILLED CRAFTS
  1983-85 SEPARATIONS          3     3                       2           1
  1983-85 NEW HIRES            1     1           1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF          6     6           3           2           1

SERVICE/MAINT
  1983-85 SEPARATIONS         13    12     1     2           9     1     1
  1983-85 NEW HIRES            1     1                       1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         35    28     7     3          23     7     2

GRAND TOTAL
  1983-85 SEPARATIONS         54    29    25    10     5    14    20     4           1
  1983-85 NEW HIRES           14     9     5     3     1     3     2     1           2                 1           1
  1983-85 PROMOTIONS           2     1     1                       1     1
  1985 REPORTED STAFF        222   108   114    33    26    62    78     7     2     6     3           3           2
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LOS ANGELES SOUTHWEST CLG

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE							2						2	52,318	104,635
MINORITY MALE						1	2	5		1			9	56,074	504,670
WHITE FEMALE						1							1	45,101	45,101
WHITE MALE						1			1				2	52,650	105,300
TOTAL						3	4	5	1	1			14	54,265	759,705
FACULTY															
MINORITY FEMALE				11	16	9	2						38	37,110	1,410,196
MINORITY MALE			1	4	14	6	1						26	37,171	966,448
WHITE FEMALE			1	2	5	11							19	37,823	718,640
WHITE MALE				1	9	13							23	38,714	890,427
TOTAL			2	18	44	39	3						106	37,601	3,985,711
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE				2		1							3	33,656	100,968
WHITE FEMALE				1									1	26,061	26,061
WHITE MALE															
TOTAL				3		1							4	31,757	127,029
SECTY/CLERICAL															
MINORITY FEMALE	1	29	5										35	17,429	610,019
MINORITY MALE		2	1	1									4	19,562	78,248
WHITE FEMALE		1	2										3	18,975	56,924
WHITE MALE															
TOTAL	1	32	8	1									42	17,743	745,191
TECH/PARAPROF															
MINORITY FEMALE		3	3										6	18,468	110,807
MINORITY MALE		2	2	1									5	22,350	111,751
WHITE FEMALE		1	1										2	20,042	40,084
WHITE MALE			2										2	23,686	47,372
TOTAL		6	8	1									15	20,668	310,014
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1	1	1								3	30,687	92,060
WHITE FEMALE															
WHITE MALE			1	1	1								3	31,308	93,925
TOTAL			2	2	2								6	30,998	185,985
SERVICE/MAINT															
MINORITY FEMALE	1	5		1									7	16,598	116,185
MINORITY MALE		12	8	3	2								25	21,312	532,812
WHITE FEMALE															
WHITE MALE			3										3	21,784	65,351
TOTAL	1	17	11	4	2								35	20,410	714,348
GRAND TOTAL															
MINORITY FEMALE	2	37	8	12	16	9	4						88	26,725	2,351,842
MINORITY MALE		16	13	12	17	8	3	5		1			75	31,826	2,386,957
WHITE FEMALE		2	4	3	5	12							26	34,108	886,810
WHITE MALE			6	2	10	14			1				33	36,435	1,202,375
TOTAL	2	55	31	29	48	43	7	5	1	1			222	30,757	6,827,984

LOS ANGELES SOUTHWEST CLG

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE					1				1				2	14.20	52.0
MINORITY MALE				2		1	3	2	1				9	64.20	50.9
WHITE FEMALE				1									1	7.10	35.0
WHITE MALE						2							2	14.20	47.0
TOTAL				3	1	3	3	2	2				14	99.70	49.4
FACULTY															
MINORITY FEMALE				10	5	9	9	4	1				38	35.80	45.9
MINORITY MALE			4	5	3	3	7	1	3				26	24.50	45.5
WHITE FEMALE			1	1	3	4	3	6		1			19	17.90	49.3
WHITE MALE				1	3	6	5	3	3	2			23	21.60	52.1
TOTAL			5	17	14	22	24	14	7	3			106	99.80	47.8
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE				1			1	1					3	75.00	49.0
WHITE FEMALE							1						1	25.00	54.0
WHITE MALE															
TOTAL				1			2	1					4	100.00	50.3
SECTY/CLERICAL															
MINORITY FEMALE		4	2	7	10	7	4		1				35	83.30	41.3
MINORITY MALE		1		2			1						4	9.50	39.8
WHITE FEMALE			1						1	1			3	7.10	53.3
WHITE MALE															
TOTAL		5	3	9	10	7	5		2	1			42	99.90	42.0
TECH/PARAPROF															
MINORITY FEMALE	1		1	1				2	1				6	40.00	44.5
MINORITY MALE	1	1	1		1			1					5	33.30	35.4
WHITE FEMALE							2						2	13.30	52.5
WHITE MALE		1						1					2	13.30	42.0
TOTAL	2	2	2	1	1		2	4	1				15	99.90	42.2
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE							1	2					3	50.00	55.0
WHITE FEMALE															
WHITE MALE			1		1				1				3	50.00	45.7
TOTAL			1		1		1	2	1				6	100.00	50.3
SERVICE/MAINT															
MINORITY FEMALE			1	1		1	1	3					7	20.00	48.4
MINORITY MALE			6	1	6	3	5	1	3				25	71.40	44.5
WHITE FEMALE															
WHITE MALE		1				1	1						3	8.50	42.3
TOTAL		1	7	2	6	5	7	4	3				35	99.90	45.1
GRAND TOTAL															
MINORITY FEMALE	1	4	4	19	16	17	14	9	4				88	39.60	44.3
MINORITY MALE	1	2	11	11	10	7	18	8	7				75	33.70	45.4
WHITE FEMALE			2	2	3	4	6	6	1	2			26	11.70	49.7
WHITE MALE		2	1	1	4	9	6	4	4	2			33	14.80	49.7
TOTAL	2	8	18	33	33	37	44	27	16	4			222	99.80	46.1

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• 1 was promoted	0	0	0	100%
• Fall 1985: 23 positions were reported filled in Executive/Administrative/Managerial	22%	9%	39%	30%
▸ 17% of the persons in this position category were 60 years of age or older				
Faculty				
• 14 full-time faculty were hired	14%	29%	43%	14%
• None was promoted	0	0	0	0
• Fall 1985: 252 positions were reported filled in Faculty	14%	18%	22%	46%
▸ 21% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	0	0	0	100%
• None was promoted	0	0	0	0
• Fall 1985: 8 positions were reported filled in Professional/Non-Faculty	13%	25%	13%	50%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 29 full-time persons were hired	48%	14%	24%	14%
• 2 were promoted	50%	0	0	50%
• Fall 1985: 489 positions were reported filled college-wide	25%	13%	29%	33%

- Reported in the two lowest salary ranges were:
  - 43% of all females and, of these, 84% were minority females
  - 17% of all males and, of these, 79% were minority males
- 37% of all full-time females employed by the college were in the secretarial/clerical position category; 87% of these were filled by minority females
- 24% of all full-time males employed by the college were in the service/maintenance position category; 83% of these were filled by minority males
- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $6,248 or 37%
- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 56%

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CHANCELLOR'S OFFICE
CALIFORNIA COMMUNITY COLLEGES
STAFF DATA SYSTEM

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LOS ANGELES TRADE TECH

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	2	2		2											
1983-85 NEW HIRES															
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	23	16	7	7	2	4	3	4	1	1	1				
FACULTY															
1983-85 SEPARATIONS	33	21	12	17	1	2	9	1	2	1					
1983-85 NEW HIRES	14	8	6	2	4	3	2	1		2					
1983-85 PROMOTIONS															
1985 REPORTED STAFF	252	171	81	113	45	24	22	18	7	13	6		1	1	
PROF/NON-FACULTY															
1983-85 SEPARATIONS	4	1	3				1	1	2						
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	8	5	3	4	2	1	1								
SECTY/CLERICAL															
1983-85 SEPARATIONS	47	8	39	1	5	4	21	1	8		3	2	2		
1983-85 NEW HIRES	12	1	11	1			5		3		2		1		
1983-85 PROMOTIONS	1		1								1				
1985 REPORTED STAFF	79	9	70	4	9	3	47	2	7		4		2		1
TECH/PARAPROF															
1983-85 SEPARATIONS	11	8	3	4	2	3	1	1							
1983-85 NEW HIRES	1	1				1									
1983-85 PROMOTIONS															
1985 REPORTED STAFF	21	12	9	9	7	1	2	2							
SKILLED CRAFTS															
1983-85 SEPARATIONS	1	1						1							
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	18	18		8		4		5		1					
SERVICE/MAINT															
1983-85 SEPARATIONS	16	12	4	3		7	4	2							
1983-85 NEW HIRES	1		1				1								
1983-85 PROMOTIONS															
1985 REPORTED STAFF	88	71	17	12	1	50	16	8				1			
GRAND TOTAL															
1983-85 SEPARATIONS	114	53	61	27	8	16	36	7	12	1	3	2	2		
1983-85 NEW HIRES	29	11	18	4	4	4	8	1	3	2	2		1		
1983-85 PROMOTIONS	2	1	1	1							1				
1985 REPORTED STAFF	489	302	187	159	66	87	91	39	15	15	11	1	3	1	1

LOS ANGELES TRADE TECH

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE							5						5	50,167	250,835
MINORITY MALE							5	2	1	1			9	55,435	498,915
WHITE FEMALE							2						2	50,308	100,616
WHITE MALE						1	4	2					7	51,678	361,747
TOTAL						1	16	4	1	1			23	52,701	1,212,113
FACULTY															
MINORITY FEMALE			1	3	21	8	3						36	38,623	1,390,442
MINORITY MALE		1	2	9	26	14	4						56	37,022	2,073,210
WHITE FEMALE			1	7	14	23							45	37,508	1,687,852
WHITE MALE				18	44	49	4						115	38,101	4,381,640
TOTAL		1	4	37	105	94	11						252	37,830	9,533,144
PROF/NON-FACULTY															
MINORITY FEMALE			1										1	21,480	21,480
MINORITY MALE			1										1	24,782	24,782
WHITE FEMALE			2										2	22,629	45,258
WHITE MALE		1		2		1							4	29,239	116,954
TOTAL		1	4	2		1							8	26,059	208,474
SECTY/CLERICAL															
MINORITY FEMALE		51	9	1									61	17,291	1,054,746
MINORITY MALE		3	2										5	17,908	89,540
WHITE FEMALE		7	2										9	17,299	155,688
WHITE MALE		2	2										4	20,727	82,908
TOTAL		63	15	1									79	17,505	1,382,882
TECH/PARAPROF															
MINORITY FEMALE		1	1										2	18,703	37,405
MINORITY MALE		1	1	1									3	22,199	66,595
WHITE FEMALE		6	1										7	16,243	113,699
WHITE MALE		2	3	4									9	23,316	209,844
TOTAL		10	6	5									21	20,359	427,546
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				6	4								10	31,808	318,082
WHITE FEMALE															
WHITE MALE			1	5	2								8	31,857	254,855
TOTAL			1	11	6								18	31,830	572,937
SERVICE/MAINT															
MINORITY FEMALE	2	14											16	14,952	239,233
MINORITY MALE	3	33	17	4	2								59	18,988	1,120,289
WHITE FEMALE				1									1	27,810	27,810
WHITE MALE		6	4		2								12	21,752	261,025
TOTAL	5	53	21	5	4								88	18,731	1,648,357
GRAND TOTAL															
MINORITY FEMALE	2	66	12	4	21	8	8						121	24,745	2,994,141
MINORITY MALE	3	38	23	20	32	14	9	2	1	1			143	29,311	4,191,416
WHITE FEMALE		13	6	8	14	23	2						66	32,287	2,130,923
WHITE MALE		11	10	29	48	51	8	2					159	35,654	5,668,973
TOTAL	5	128	51	61	115	96	27	4	1	1			489	30,645	14,985,453

LOS ANGELES TRADE TECH

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE			2		2	1							5	21.70	39.0
MINORITY MALE				1	3	2	2		1				9	39.10	47.0
WHITE FEMALE					1			1					2	8.60	50.5
WHITE MALE				2				2	2	1			7	30.40	54.0
TOTAL			2	3	6	3	2	3	3	1			23	99.80	47.7
FACULTY															
MINORITY FEMALE			2	3	6	10	5	5	3	1	1		36	14.20	49.2
MINORITY MALE			3	7	9	6	14	8	9				56	22.20	49.4
WHITE FEMALE			3	2	4	6	12	5	8	4	1		45	17.80	52.4
WHITE MALE			1	6	12	15	27	27	20	5	2		115	45.60	53.2
TOTAL			9	18	31	37	58	45	40	10	4		252	99.80	51.7
PROF/NON-FACULTY															
MINORITY FEMALE		1											1	12.50	27.0
MINORITY MALE					1								1	12.50	43.0
WHITE FEMALE				1			1						2	25.00	45.0
WHITE MALE		1	1		2								4	50.00	35.8
TOTAL		2	1	1	3		1						8	100.00	37.9
SECTY/CLERICAL															
MINORITY FEMALE	3	8	10	8	6	11	5	4	5	1			61	77.20	41.7
MINORITY MALE					1	3	1						5	6.30	46.4
WHITE FEMALE	1		2		1		2	3					9	11.30	45.3
WHITE MALE				2	1	1							4	5.00	41.3
TOTAL	4	8	12	10	9	15	8	7	5	1			79	99.80	42.4
TECH/PARAPROF															
MINORITY FEMALE			1	1									2	9.50	33.0
MINORITY MALE		1				1	1						3	14.20	42.7
WHITE FEMALE			1	1		1		1	3				7	33.30	50.9
WHITE MALE			2	3	2		1		1				9	42.80	41.7
TOTAL		1	4	5	2	2	2	1	4				21	99.80	44.0
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				1	3	2	2	1	1				10	55.50	48.6
WHITE FEMALE															
WHITE MALE				1	1	1	2		3				8	44.40	51.9
TOTAL				2	4	3	4	1	4				18	99.90	50.1
SERVICE/MAINT															
MINORITY FEMALE			1	3	2	2	4	3		1			16	18.10	47.6
MINORITY MALE		2	11	12	9	7	3	10	4		1		59	67.00	44.1
WHITE FEMALE				1									1	1.10	38.0
WHITE MALE		1	1		1	3	2	2	2				12	13.60	48.6
TOTAL		3	13	16	12	12	9	15	6	1	1		88	99.80	45.3
GRAND TOTAL															
MINORITY FEMALE	3	9	16	15	16	24	14	12	8	3	1		121	24.70	44.4
MINORITY MALE		3	14	21	26	21	23	19	15		1		143	29.20	46.7
WHITE FEMALE	1		6	5	6	7	15	10	11	4	1		66	13.40	50.8
WHITE MALE		2	5	14	19	20	32	31	28	6	2		159	32.50	51.5
TOTAL	4	14	41	55	67	72	84	72	62	13	5		489	99.80	48.2

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	0	0	50%	50%
• None was promoted	0	0	0	0
• Fall 1985: 15 positions were reported filled in Executive/Administrative/Managerial	20%	20%	13%	47%
▸ 13% of the persons in this position category were 60 years of age or older				
Faculty				
• 5 full-time faculty were hired	0	40%	40%	20%
• None was promoted	0	0	0	0
• Fall 1985: 278 positions were reported filled in Faculty	4%	34%	6%	55%
▸ 23% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 9 positions were reported filled in Professional/Non-Faculty	0	78%	11%	11%
▸ 22% of the persons in this position category were 60 years of age or older				
College-Wide				
• 16 full-time persons were hired	19%	44%	19%	19%
• 6 were promoted	0	67%	17%	17%
• Fall 1985: 480 positions were reported filled college-wide	6%	35%	10%	48%

▸ Reported in the two lowest salary ranges were:
31% of all females and, of these, 21% were minority females
15% of all males and, of these, 40% were minority males

▸ 34% of all full-time females employed by the college were in the secretarial/clerical position category; 18% of these were filled by minority females.

▸ 22% of all full-time males employed by the college were in the service/maintenance position category; 37% of these were filled by minority males.

▸ In the technical/paraprofessional position category, the mean salary of all females exceeded the mean salary of all males by $159 or 1%

▸ In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 8%

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CHANCELLOR'S OFFICE
CALIFORNIA COMMUNITY COLLEGES
STAFF DATA SYSTEM

LOS ANGELES VALLEY CLG

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M		BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/AL NATIVE M	F
					F										
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	4	3	1	1	1	2									
1983-85 NEW HIRES	2	2		1		1									
1983-85 PROMOTIONS															
1985 REPORTED STAFF	15	9	6	7	3	1	3	1							
FACULTY															
1983-85 SEPARATIONS	45	19	26	16	21	1	1	1	2		1		1	1	
1983-85 NEW HIRES	5	3	2	1	2	1		1							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	278	172	106	154	93	6	2	10	5	1	4	1			
PROF/NON-FACULTY															
1983-85 SEPARATIONS	2	2		2											
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	9	2	7	1	7	1									
SECTY/CLERICAL															
1983-85 SEPARATIONS	24		24		20		2		1		1				
1983-85 NEW HIRES	8		8		5				2				1		
1983-85 PROMOTIONS	5	1	4	1	4										
1985 REPORTED STAFF	74	7	67	5	55		2	1	6		3	1	1		
TECH/PARAPROF															
1983-85 SEPARATIONS	8	6	2	5	2	1									
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	20	15	5	13	4	2					1				
SKILLED CRAFTS															
1983-85 SEPARATIONS	4	4		2		1		1							
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	13	13		12				1							
SERVICE/MAINT															
1983-85 SEPARATIONS	13	10	3	8	3	1		1							
1983-85 NEW HIRES															
1983-85 PROMOTIONS	1	1				1									
1985 REPORTED STAFF	71	62	9	39	6	17	3	5		1					
GRAND TOTAL															
1983-85 SEPARATIONS	100	44	56	34	47	6	3	3	3		2		1	1	
1983-85 NEW HIRES	16	6	10	3	7	2		1	2				1		
1983-85 PROMOTIONS	6	2	4	1	4	1									
1985 REPORTED STAFF	480	280	200	231	170	27	10	18	11	2	8	2	1		

LOS ANGELES VALLEY CLG

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE							1	2					3	54.532	163.595
MINORITY MALE							1	1					2	52.601	105.201
WHITE FEMALE								2		1			3	62,384	187.151
WHITE MALE						1	2	4					7	53.192	372.343
TOTAL						1	4	9		1			15	55,219	828.290
FACULTY															
MINORITY FEMALE					4	6	1						11	40.432	444.752
MINORITY MALE				1	6	7	4						18	41.158	740.848
WHITE FEMALE			2	16	31	42	4						95	38.151	3.624.349
WHITE MALE				9	47	97	1						154	39.161	6.030.840
TOTAL			2	26	88	152	10						278	38.996	10.840.789
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE			1										1	20,906	20.906
WHITE FEMALE			3	4									7	25,037	175.261
WHITE MALE			1										1	23,960	23,963
TOTAL			5	4									9	24,459	220.127
SECTY/CLERICAL															
MINORITY FEMALE		10	2										12	17,148	205.770
MINORITY MALE			2										2	22,557	45.114
WHITE FEMALE	1	41	12	1									55	17,768	977.214
WHITE MALE		3	2										5	17,568	87.840
TOTAL	1	54	18	1									74	17,783	1.315.938
TECH/PARAPROF															
MINORITY FEMALE				1									1	30,367	30,367
MINORITY MALE			2										2	21.131	42.261
WHITE FEMALE		1	3										4	21.259	85.037
WHITE MALE		4	6	1	2								13	23.198	301.573
TOTAL		5	11	2	2								20	22,962	459.238
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1										1	25,943	25,943
WHITE FEMALE															
WHITE MALE			1	7	4								12	31,496	377,949
TOTAL			2	7	4								13	31.069	403,892
SERVICE/MAINT															
MINORITY FEMALE	1	2											3	14,954	44,862
MINORITY MALE	1	16	3	2	1								23	18,806	432.531
WHITE FEMALE	1	4	1										6	14,190	85.140
WHITE MALE	1	18	9	8	3								39	21.176	825.865
TOTAL	4	40	13	10	4								71	19,555	1.388.398
GRAND TOTAL															
MINORITY FEMALE	1	12	2	1	4	6	2	2					30	29.645	889.346
MINORITY MALE	1	16	9	3	7	7	5	1					49	28,833	1.412.834
WHITE FEMALE	2	46	21	21	31	42	4	2		1			170	30.201	5.134.152
WHITE MALE	1	25	19	25	56	98	3	4					231	34.720	8.020.370
TOTAL	5	99	51	50	98	153	14	9		1			480	32.201	15.456.672

LOS ANGELES VALLEY CLG

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE						1		2					3	20.00	53.7
MINORITY MALE						1			1				2	13.30	53.5
WHITE FEMALE						1	2						3	20.00	51.3
WHITE MALE				2	1	1		2	1				7	46.60	48.4
TOTAL				2	1	4	2	4	2				15	99.90	50.7
FACULTY															
MINORITY FEMALE				1	4	2		3	1				11	3.90	49.3
MINORITY MALE			1	2	2	1	2	4	5			1	18	6.40	53.0
WHITE FEMALE			4	4	11	16	24	18	14	4			95	34.10	51.4
WHITE MALE			2	15	19	27	26	26	24	13	2		154	55.30	51.9
TOTAL			7	22	36	46	52	51	44	17	2	1	278	99.70	51.7
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE				1									1	11.10	39.0
WHITE FEMALE				2				3	1	1			7	77.70	53.6
WHITE MALE					1								1	11.10	41.0
TOTAL				3	1			3	1	1			9	99.90	50.6
SECTY/CLERICAL															
MINORITY FEMALE		2	2	1	2	1	1	2	1				12	16.20	42.5
MINORITY MALE				1		1							2	2.70	42.5
WHITE FEMALE	1	4	5	3	3	6	4	16	10	3			55	74.30	50.0
WHITE MALE	1		1	1	2								5	6.70	34.8
TOTAL	2	6	8	6	7	8	5	18	11	3			74	99.90	47.6
TECH/PARAPROF															
MINORITY FEMALE					1								1	5.00	43.0
MINORITY MALE			1		1								2	10.00	38.0
WHITE FEMALE					1	1		2					4	20.00	51.0
WHITE MALE			4	3	1	3		1	1				13	65.00	41.3
TOTAL			5	3	4	4		3	1				20	100.00	43.0
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE					1								1	7.60	42.0
WHITE FEMALE															
WHITE MALE			2	2	1	2	1	1	3				12	92.30	47.3
TOTAL			2	2	2	2	1	1	3				13	99.90	46.8
SERVICE/MAINT															
MINORITY FEMALE			1	1	1								3	4.20	37.0
MINORITY MALE		2	10	4	3	2	2						23	32.30	37.0
WHITE FEMALE						2	1	2	1				6	8.40	54.2
WHITE MALE		2	4	6	4	3	5	5	8	2			39	54.90	48.1
TOTAL		4	15	11	8	7	8	7	9	2			71	99.80	44.5
GRAND TOTAL															
MINORITY FEMALE		2	3	3	8	4	1	7	2				30	6.20	45.6
MINORITY MALE		2	12	8	7	5	4	4	6			1	49	10.20	43.9
WHITE FEMALE	1	4	9	9	15	26	31	41	26	8			170	35.40	51.1
WHITE MALE	1	2	13	29	29	36	32	35	37	15	2		231	48.10	49.9
TOTAL	2	10	37	49	59	71	68	87	71	23	2	1	480	99.90	49.4

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 13 positions were reported filled in Executive/Administrative/Managerial	8%	8%	31%	54%
▸ 8% of the persons in this position category were 60 years of age or older				
Faculty				
• 5 full-time faculty were hired	20%	20%	0	60%
• None was promoted	0	0	0	0
• Fall 1985: 136 positions were reported filled in Faculty	10%	29%	7%	54%
▸ 14% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time persons was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 6 positions were reported filled in Professional/Non-Faculty	17%	50%	33%	0
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 12 full-time persons were hired	33%	8%	25%	33%
• 1 was promoted	0	100%	0	0
• Fall 1985: 266 positions were reported filled college-wide	23%	24%	15%	38%

▸ Reported in the two lowest salary ranges were:
42% of all females and, of these, 67% were minority females.
9% of all males and, of these, 85% were minority males.

▸ 35% of all full-time females employed by the college were in the secretarial/clerical position category; 66% of these were filled by minority females.

▸ 18% of all full-time males employed by the college were in the service/maintenance position category; 76% of these were filled by minority males.

▸ In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $7,984or 30%

▸ In the skilled crafts position category, males fill 100% of the positions and, of these, minority males fill 13%

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WEST LOS ANGELES COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI- TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	1		1		1										
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	13	11	2	7	1	2	1			2					
FACULTY															
1983-85 SEPARATIONS	17	13	4	11	3	2			1						
1983-85 NEW HIRES	5	3	2	3	1						1				
1983-85 PROMOTIONS															
1985 REPORTED STAFF	136	83	53	74	40	8	10		2	1	1				
PROF/NON-FACULTY															
1983-85 SEPARATIONS	8		8		4		2		1				1		
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	6	2	4		3	1		1			1				
SECTY/CLERICAL															
1983-85 SEPARATIONS	31	3	28		6	1	15		1	1	3	1	2		1
1983-85 NEW HIRES	4	2	2			1	2					1			
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	52	8	44	3	15	3	20		1		7	2			1
TECH/PARAPROF															
1983-85 SEPARATIONS	6	5	1	4						1	1				
1983-85 NEW HIRES	2	1	1	1			1								
1983-85 PROMOTIONS															
1985 REPORTED STAFF	11	4	7	3	2		2	1			2		1		
SKILLED CRAFTS															
1983-85 SEPARATIONS	2	2		2											
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	8	8		7										1	
SERVICE/MAINT															
1983-85 SEPARATIONS	19	17	2	6	1	10	1	1							
1983-85 NEW HIRES	1	1						1							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	40	25	15	6	3	14	12	2		3					
GRAND TOTAL															
1983-85 SEPARATIONS	84	40	44	23	15	13	18	1	3	2	4	1	3		1
1983-85 NEW HIRES	12	7	5	4	1	1	3	1			1	1			
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	266	141	125	100	64	28	45	4	3	6	11	2	1	1	1

WEST LOS ANGELES COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE							1						1	51,039	51,039
MINORITY MALE							1	2		1			4	60,494	241,974
WHITE FEMALE							1						1	50,308	50,308
WHITE MALE							2	5					7	54,683	382,783
TOTAL							5	7		1			13	55,354	726,104
FACULTY															
MINORITY FEMALE			3	4	4	2							13	33,042	429,541
MINORITY MALE				2		7							9	39,224	353,014
WHITE FEMALE			1	9	20	8	2						40	36,958	1,478,308
WHITE MALE				9	27	33	5						74	39,424	2,917,375
TOTAL			4	24	51	50	7						136	38,075	5,178,238
PROF/NON-FACULTY															
MINORITY FEMALE			1										1	24,299	24,299
MINORITY MALE				1	1								2	33,213	66,425
WHITE FEMALE			2	1									3	23,464	70,391
WHITE MALE															
TOTAL			3	2	1								6	26,853	161,115
SECTY/CLERICAL															
MINORITY FEMALE		21	8										29	18,303	530,786
MINORITY MALE		2	3										5	17,685	88,427
WHITE FEMALE		13	2										15	17,110	256,645
WHITE MALE		2	1										3	20,223	60,669
TOTAL		38	14										52	18,010	936,527
TECH/PARAPROF															
MINORITY FEMALE		3	2										5	18,609	93,047
MINORITY MALE				1									1	30,119	30,119
WHITE FEMALE		2											2	17,390	34,780
WHITE MALE			2	1									3	24,953	74,860
TOTAL		5	4	2									11	21,164	232,806
SKILLED CRAFTS															
MINORITY FEMALE															
MINCRITY MALE				1									1	31,360	31,360
WHITE FEMALE															
WHITE MALE			1	3	3								7	31,965	223,754
TOTAL			1	4	3								8	31,889	255,114
SERVICE/MAINT															
MINORITY FEMALE	1	10	1										12	15,972	191,668
MINORITY MALE	1	8	5	5									19	20,099	381,881
WHITE FEMALE		2	1										3	16,427	49,281
WHITE MALE			3		2	1							6	29,329	175,976
TOTAL	2	20	10	5	2	1							40	19,970	798,806
GRAND TOTAL															
MINORITY FEMALE	1	34	15	4	4	2	1						61	21,646	1,320,380
MINORITY MALE	1	10	8	10	1	7	1	2		1			41	29,102	1,193,200
WHITE FEMALE		17	6	10	20	8	3						64	30,308	1,939,713
WHITE MALE		2	7	13	32	34	7	5					100	38,354	3,835,417
TOTAL	2	63	36	37	57	51	12	7		1			266	31,161	8,288,710

WEST LOS ANGELES COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE						1							1	7.60	45.0
MINORITY MALE						3		1					4	30.70	50.5
WHITE FEMALE						1							1	7.60	45.0
WHITE MALE						1	1	4	1				7	53.80	54.9
TOTAL						6	1	5	1				13	99.70	52.0
FACULTY															
MINORITY FEMALE			2	2	5	2		1	1				13	9.50	43.4
MINORITY MALE					2	1	1	2	2		1		9	6.60	54.4
WHITE FEMALE			1	9	6	9	4	6	5				40	29.40	47.7
WHITE MALE			1	10	9	12	20	12	5	5			74	54.40	50.5
TOTAL			4	21	22	24	25	21	13	5	1		136	99.90	49.2
PROF/NON-FACULTY															
MINORITY FEMALE				1									1	16.60	39.0
MINORITY MALE						1	1						2	33.30	50.5
WHITE FEMALE				1				2					3	50.00	49.3
WHITE MALE															
TOTAL				2		1	1	2					6	99.90	48.0
SECTY/CLERICAL															
MINORITY FEMALE			6	2	8	3	3	3	4				29	55.70	45.6
MINORITY MALE			1	2	1	1							5	9.60	38.8
WHITE FEMALE			1	2	1	4	1	2	3	1			15	28.80	50.6
WHITE MALE							1	2					3	5.70	55.0
TOTAL			8	6	10	8	5	7	7	1			52	99.80	46.9
TECH/PARAPROF															
MINORITY FEMALE			3			1		1					5	45.40	39.6
MINORITY MALE		1											1	9.00	28.0
WHITE FEMALE						1			1				2	18.10	56.0
WHITE MALE			1	1				1					3	27.20	41.7
TOTAL		1	4	1		2		2	1				11	99.70	42.1
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE							1						1	12.50	54.0
WHITE FEMALE															
WHITE MALE		1		2	1			1	2				7	87.50	46.4
TOTAL		1		2	1		1	1	2				8	100.00	47.4
SERVICE/MAINT															
MINORITY FEMALE			1	2		3	3	1	2				12	30.00	48.8
MINORITY MALE			3	3	3	2	5		2	1			19	47.50	46.4
WHITE FEMALE						1	2						3	7.50	50.0
WHITE MALE		1	1	1			2	1					6	15.00	43.0
TOTAL		1	5	6	3	6	12	2	4	1			40	100.00	46.9
GRAND TOTAL															
MINORITY FEMALE			12	7	13	10	6	6	7				61	22.90	45.1
MINORITY MALE		1	4	5	6	8	8	3	4	1	1		41	15.40	47.6
WHITE FEMALE			2	12	7	16	7	10	9	1			64	24.00	48.8
WHITE MALE		2	3	14	10	13	24	21	8	5			100	37.50	49.9
TOTAL		3	21	38	36	47	45	40	28	7	1		266	99.80	48.2

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 13 positions were reported filled in Executive/Administrative/Managerial	8%	38%	15%	38%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 5 full-time faculty were hired	20%	40%	0	40%
• None was promoted	0	0	0	0
• Fall 1985: 59 positions were reported filled in Faculty	10%	31%	17%	42%
▸ 2% of the persons in this position category were 60 years of age or older.				
Professional/Non-Faculty				
• 1 full-time persons was hired	100%	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 13 positions were reported filled in Professional/Non-Faculty	31%	38%	15%	15%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 18 full-time persons were hired	28%	28%	11%	33%
• None was promoted	0	0	0	0
• Fall 1985: 147 positions were reported filled college-wide	16%	35%	16%	33%

- Reported in the two lowest salary ranges were:
  49% of all females and, of these, 30% were minority females.
  26% of all males and, of these, 47% were minority males.

- 25% of all full-time females employed by the college were in the secretarial/clerical position category; 42% of these were filled by minority females

- 28% of all full-time males employed by the college were in the service/maintenance position category; 50% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $902 or 4%

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LOS MEDANOS COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	2	2		1		1									
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	13	7	6	5	5			1		1	1				
FACULTY															
1983-85 SEPARATIONS	9	2	7	1	5			1	1		1				
1983-85 NEW HIRES	5	2	3	2	2						1				
1983-85 PROMOTIONS															
1985 REPORTED STAFF	59	35	24	25	18	2		7	3	1	2		1		
PROF/NON-FACULTY															
1983-85 SEPARATIONS	1		1		1										
1983-85 NEW HIRES	1		1				1								
1983-85 PROMOTIONS															
1985 REPORTED STAFF	13	4	9	2	5	2	2		1		1				
SECTY/CLERICAL															
1983-85 SEPARATIONS	8		8		5		2		1						
1983-85 NEW HIRES	3		3		2				1						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	19		19		11		4		3		1				
TECH/PARAPROF															
1983-85 SEPARATIONS	2	2		2											
1983-85 NEW HIRES	3	1	2	1	1				1						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	18	6	12	6	9		1		2						
SKILLED CRAF.S															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
SERVICE/MAINT															
1983-85 SEPARATIONS	10	7	3	4	1	2	2	1							
1983-85 NEW HIRES	6	5	1	3		1	1	1							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	25	20	5	10	4	2	1	8							
GRAND TOTAL															
1983-85 SEPARATIONS	32	13	19	8	12	3	4	2	2		1				
1983-85 NEW HIRES	18	8	10	6	5	1	2	1	2		1				
1983-85 PROMOTIONS															
1985 REPORTED STAFF	147	72	75	48	52	6	8	16	9	2	5		1		

LOS MEDANOS COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE								1					1	55,836	55,836
MINORITY MALE						1			1				2	52,602	105,204
WHITE FEMALE				2			1	2					5	44,784	223,920
WHITE MALE							1	2	2				5	58,222	291,103
TOTAL				2		1	2	5	3				13	52,005	676,068
FACULTY															
MINORITY FEMALE				2	2	2							6	36,674	220,044
MINORITY MALE				1	6	3							10	37,933	379,332
WHITE FEMALE				3	12	3							18	36,551	657,912
WHITE MALE				3	12	10							25	38,447	961,176
TOTAL				9	32	18							59	37,601	2,218,464
PROF/NON-FACULTY															
MINORITY FEMALE			1		3								4	34,480	137,918
MINORITY MALE			1		1								2	30,205	60,409
WHITE FEMALE			3		2								5	28,490	142,448
WHITE MALE				2									2	27,743	55,485
TOTAL			5	2	6								13	30,482	396,260
SECTY/CLERICAL															
MINORITY FEMALE		4	3	1									8	21,299	170,339
MINORITY MALE															
WHITE FEMALE		3	7	1									11	21,217	233,391
WHITE MALE															
TOTAL		7	10	2									19	21,252	403,780
TECH/PARAPROF															
MINORITY FEMALE		1	1	1									3	20,806	62,419
MINORITY MALE															
WHITE FEMALE			9										9	21,513	193,617
WHITE MALE		2	2	2									6	22,238	133,427
TOTAL		3	12	3									18	21,637	389,463
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE		1											1	17,498	17,498
MINORITY MALE		2	6	2									10	23,007	230,066
WHITE FEMALE		1	3										4	19,740	78,960
WHITE MALE		2	4	3	1								10	24,677	246,771
TOTAL		6	13	5	1								25	22,932	573,295
GRAND TOTAL															
MINORITY FEMALE		6	5	4	5	2		1					23	28,874	664,104
MINORITY MALE		2	7	3	7	4			1				24	32,292	775,011
WHITE FEMALE		4	22	6	14	3	1	2					52	29,428	1,530,248
WHITE MALE		4	6	10	13	10	1	2	2				48	35,166	1,687,967
TOTAL		16	40	23	39	19	2	5	3				147	31,683	4,657,330

LOS MEDANOS COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE				1									1	7.60	36.0
MINORITY MALE					1	1							2	15.30	42.5
WHITE FEMALE			1	1	1		1	1					5	38.40	43.2
WHITE MALE							2	3					5	38.40	54.8
TOTAL			1	2	2	1	3	4					13	99.70	47.0
FACULTY															
MINORITY FEMALE			1	1		2	2						6	10.10	44.0
MINORITY MALE				4	4	1	1						10	16.90	41.4
WHITE FEMALE			2	5	6	2	3						18	30.50	42.3
WHITE MALE			1	5	7	4	4	3	1				25	42.30	46.2
TOTAL			4	15	17	9	10	3	1				59	99.80	44.0
PROF/NON-FACULTY															
MINORITY FEMALE				1	1	2							4	30.70	43.0
MINORITY MALE				2									2	15.30	37.0
WHITE FEMALE				2		2	1						5	38.40	43.6
WHITE MALE			1	1									2	15.30	35.5
TOTAL			1	6	1	4	1						13	99.70	41.2
SECTY/CLERICAL															
MINORITY FEMALE				6	2								8	42.10	37.8
MINORITY MALE															
WHITE FEMALE		1		4		1	4	1					11	57.80	44.4
WHITE MALE															
TOTAL		1		10	2	1	4	1					19	99.90	41.6
TECH/PARAPROF															
MINORITY FEMALE				1	1	1							3	16.60	42.3
MINORITY MALE															
WHITE FEMALE			3		3	2	1						9	50.00	41.1
WHITE MALE			2	1	1	1		1					6	33.30	41.2
TOTAL			5	2	5	4	1	1					18	99.90	41.3
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE				1									1	4.00	36.0
MINORITY MALE		2		3	1	2	1		1				10	40.00	40.5
WHITE FEMALE					1		2	1					4	16.00	51.5
WHITE MALE		2	2	3		2	1						10	40.00	37.4
TOTAL		4	2	7	2	4	4	1	1				25	100.00	40.8
GRAND TOTAL															
MINORITY FEMALE			1	11	4	5	2						23	15.60	40.7
MINORITY MALE		2		9	6	4	2		1				24	16.30	40.8
WHITE FEMALE		1	6	12	11	7	12	3					52	35.30	43.5
WHITE MALE		2	6	10	8	7	7	7	1				48	32.60	44.2
TOTAL		5	13	42	29	23	23	10	2				147	99.80	42.8

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• 4 were promoted	0	75%	25%	0
• Fall 1985: 5 positions were reported filled in Executive/Administrative/Managerial	0	60%	40%	0
▸ None of the persons in this position category was 60 years of age or older.				
Faculty				
• 17 full-time faculty were hired	0	53%	0	47%
• None was promoted	0	0	0	0
• Fall 1985: 153 positions were reported filled in Faculty	1%	32%	4%	63%
▸ 11% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 17 positions were reported filled in Professional/Non-Faculty	18%	29%	12%	41%
▸ 6% of the persons in this position category were 60 years of age or older				
College-Wide				
• 33 full-time persons were hired	0	48%	0	52%
• 5 were promoted	0	60%	20%	20%
• Fall 1985: 231 positions were reported filled college-wide.	3%	39%	5%	53%

- Reported in the two lowest salary ranges were:
  22% of all females and, of these, 5% were minority females.
  4% of all males and, of these, 17% were minority males.

- 23% of all full-time females employed by the college were in the secretarial/clerical position category; 5% of these were filled by minority females.

- 3% of all full-time males employed by the college were in the service/maintenance position category; none of these was filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $981 or 5%

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MARIN COMMUNITY COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M		BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/ AL NATIVE M	F
					F										
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	2	1	1	1	1										
1983-85 NEW HIRES															
1983-85 PROMOTIONS	4	1	3		3					1					
1985 REPORTED STAFF	5	2	3		3	1				1					
FACULTY															
1983-85 SEPARATIONS	32	18	14	18	11		1				2				
1983-85 NEW HIRES	17	8	9	8	9										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	153	103	50	97	49	3	1.	2		1					
PROF/NON-FACULTY															
1983-85 SEPARATIONS	2	1	1	1	1										
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	17	9	8	7	5	2			1		2				
SECTY/CLERICAL															
1983-85 SEPARATIONS	18	1	17	1	17										
1983-85 NEW HIRES	7	1	6	1	6										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	24	2	22	2	21				1						
TECH/PARAPROF															
1983-85 SEPARATIONS	21	14	7	13	5			1			2				
1983-85 NEW HIRES	7	6	1	6	1										
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	27	15	12	13	10			2			2				
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
SERVICE/MAINT															
1983-85 SEPARATIONS	3	1	2	1	2										
1983-85 NEW HIRES	2	2		2											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	5	4	1	4	1										
GRAND TOTAL															
1983-85 SEPARATIONS	78	36	42	35	37		1	1			4				
1983-85 NEW HIRES	33	17	16	17	16										
1983-85 PROMOTIONS	5	2	3	1	3					1					
1985 REPORTED STAFF	231	135	96	123	89	6	1	4	2	2	4				

MARIN COMMUNITY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE						1	1						2	46,719	93,438
WHITE FEMALE				1	1		1						3	38,394	115,181
WHITE MALE															
TOTAL				1	1	1	2						5	41,724	208,619
FACULTY															
MINORITY FEMALE					1								1	39,933	39,933
MINORITY MALE				1	1	4							6	38,578	231,470
WHITE FEMALE			3	9	27	10							49	35,274	1,728,404
WHITE MALE			7	11	53	26							97	36,538	3,544,183
TOTAL			10	21	82	40							153	36,235	5,543,990
PROF/NON-FACULTY															
MINORITY FEMALE					3								3	36,591	109,774
MINORITY MALE					2								2	37,602	75,203
WHITE FEMALE			1	1	3								5	33,745	168,723
WHITE MALE					4	3							7	39,927	279,491
TOTAL			1	1	12	3							17	37,247	633,191
SECTY/CLERICAL															
MINORITY FEMALE		1											1	18,078	18,078
MINORITY MALE															
WHITE FEMALE		15	5	1									21	17,521	367,945
WHITE MALE	1	1											2	13,472	26,944
TOTAL	1	17	5	1									24	17,207	412,967
TECH/PARAPROF															
MINORITY FEMALE			2										2	22,896	45,792
MINORITY MALE		1	1										2	18,723	37,446
WHITE FEMALE	1	4	5										10	17,769	177,689
WHITE MALE	2	1	10										13	19,740	256,616
TOTAL	3	6	18										27	19,168	517,543
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1										1	21,426	21,426
WHITE MALE			4										4	20,848	83,390
TOTAL			5										5	20,963	104,816
GRAND TOTAL															
MINORITY FEMALE		1	2		4								7	30,511	213,577
MINORITY MALE		1	1	1	3	5	1						12	36,463	437,557
WHITE FEMALE	1	19	15	12	31	10	1						89	28,982	2,579,368
WHITE MALE	3	2	21	11	57	29							123	34,070	4,190,624
TOTAL	4	23	39	24	95	44	2						231	32,126	7,421,126

MARIN COMMUNITY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE								2					2	40.00	56.5
WHITE FEMALE				1		1	1						3	60.00	44.7
WHITE MALE															
TOTAL				1		1	1	2					5	100.00	49.4
FACULTY															
MINORITY FEMALE							1						1	.60	50.0
MINORITY MALE				1		2		2	1				6	3.90	50.8
WHITE FEMALE			2	3	9	15	8	6	3	3			49	32.00	48.9
WHITE MALE			2	11	19	22	23	11	6	3			97	63.30	48.4
TOTAL			4	15	28	39	32	19	10	6			153	99.80	48.7
PROF/NON-FACULTY															
MINORITY FEMALE				1	1	1							3	17.60	41.3
MINORITY MALE				1		1							2	11.70	43.0
WHITE FEMALE			1		1		1	2					5	29.40	48.4
WHITE MALE				1	1	1	1	2	1				7	41.10	50.3
TOTAL			1	3	3	3	2	4	1				17	99.80	47.3
SECTY/CLERICAL															
MINORITY FEMALE								1					1	4.10	55.0
MINORITY MALE															
WHITE FEMALE	4	2	2	1	1	3	2	2	4				21	87.50	42.0
WHITE MALE		1		1									2	8.30	34.0
TOTAL	4	3	2	2	1	3	2	3	4				24	99.90	41.8
TECH/PARAPROF															
MINORITY FEMALE			1		1								2	7.40	36.5
MINORITY MALE					2								2	7.40	44.0
WHITE FEMALE				2			4	2	2				10	37.00	52.5
WHITE MALE			3	4	4	2							13	48.10	38.2
TOTAL			4	6	7	2	4	2	2				27	99.90	43.8
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1										1	20.00	34.0
WHITE MALE		1		2		1							4	80.00	36.3
TOTAL		1	1	2		1							5	100.00	35.8
GRAND TOTAL															
MINORITY FEMALE			1	1	2	1	1	1					7	3.00	43.1
MINORITY MALE				2	2	3		4	1				12	5.10	49.3
WHITE FEMALE	4	2	6	7	11	19	16	12	9	3			89	38.50	47.3
WHITE MALE		2	5	19	24	26	24	13	7	3			123	53.20	46.8
TOTAL	4	4	12	29	39	49	41	30	17	6			231	99.80	47.0

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	0	50%	0	50%
• None was promoted	0	0	0	0
• Fall 1985: 6 positions were reported filled in Executive/Administrative/Managerial	0	17%	17%	67%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 4 full-time faculty were hired	0	75%	0	25%
• None was promoted	0	0	0	0
• Fall 1985: 33 positions were reported filled in Faculty	0	21%	3%	76%
▸ 6% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 2 full-time persons were hired	0	50%	0	50%
• None was promoted	0	0	0	0
• Fall 1985: 11 positions were reported filled in Professional/Non-Faculty	9%	55%	0	36%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 13 full-time persons were hired	0	46%	0	54%
• 3 were promoted	0	67%	0	33%
• Fall 1985: 68 positions were reported filled college-wide	1%	37%	4%	57%

- ▸ Reported in the two lowest salary ranges were:
  46% of all females and, of these, none was minority female
  19% of all males and, of these, 13% were minority males

- ▸ 27% of all full-time females employed by the college were in the secretarial/clerical position category; none of these was filled by minority females

- ▸ 12% of all full-time males employed by the college were in the service/maintenance position category; 20% of these were filled by minority males

- ▸ In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $3,137 or 14%

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MENDOCINO COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI- TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE		NON - HISPANIC BLACK		HISPANIC		ASIAN/PAC. ISLANDER		FILIPINO		AMER IND/ AL NATIVE	
				M	F	M	F	M	F	M	F	M	F	M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	9	6	3	6	2				1						
1983-85 NEW HIRES	2	1	1	1	1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	6	5	1	4	1			1							
FACULTY															
1983-85 SEPARATIONS	8	4	4	4	4										
1983-85 NEW HIRES	4	1	3	1	3										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	33	26	7	25	7					1					
PROF/NON-FACULTY															
1983-85 SEPARATIONS	3	1	2	1	2										
1983-85 NEW HIRES	2	1	1	1	1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	11	4	7	4	6				1						
SECTY/CLERICAL															
1983-85 SEPARATIONS	12		12		10				2						
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS	2		2		2										
1985 REPORTED STAFF	7		7		7										
TECH/PARAPROF															
1983-85 SEPARATIONS	7	1	6	1	3				2		1				
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	6	2	4	2	4										
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
SERVICE/MAINT															
1983-85 SEPARATIONS	3	2	1	2	1										
1983-85 NEW HIRES	3	3		3											
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	5	5		4				1							
GRAND TOTAL															
1983-85 SEPARATIONS	42	14	28	14	22				5		1				
1983-85 NEW HIRES	13	7	6	7	6										
1983-85 PROMOTIONS	3	1	2	1	2										
1985 REPORTED STAFF	68	42	26	39	25			2	1	1					

MENDOCINO COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE						1							1	43,783	43,783
WHITE FEMALE						1							1	40,618	40,618
WHITE MALE						1	2		1				4	52,709	210,836
TOTAL						3	2		1				6	49,206	295,237
FACULTY															
MINORITY FEMALE															
MINORITY MALE					1								1	34,347	34,347
WHITE FEMALE			1	2	4								7	31,237	218,658
WHITE MALE			1	4	20								25	33,424	835,589
TOTAL			2	6	25								33	32,988	1,088,594
PROF/NON-FACULTY															
MINORITY FEMALE				1									1	32,889	32,889
MINORITY MALE															
WHITE FEMALE		1		2	3								6	28,365	170,191
WHITE MALE			1	1	1	1							4	33,864	135,456
TOTAL		1	1	4	4	1							11	30,776	338,536
SECTY/CLERICAL															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		3	4										7	18,194	127,356
WHITE MALE															
TOTAL		3	4										7	18,194	127,356
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			3	1									4	23,061	92,242
WHITE MALE			1	1									2	26,197	52,394
TOTAL			4	2									6	24,106	144,636
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		1											1	14,652	14,652
WHITE FEMALE															
WHITE MALE		4											4	15,957	63,828
TOTAL		5											5	15,696	78,480
GRAND TOTAL															
MINORITY FEMALE				1									1	32,889	32,889
MINORITY MALE		1			1	1							3	30,927	92,782
WHITE FEMALE		4	8	5	7	1							25	25,963	649,065
WHITE MALE		4	3	6	21	2	2		1				39	33,285	1,298,103
TOTAL		9	11	12	29	4	2		1				68	30,483	2,072,839

MENDOCINO COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE					1								1	16.60	44.0
WHITE FEMALE				1									1	16.60	39.0
WHITE MALE				1		2		1					4	66.60	46.5
TOTAL				2	1	2		1					6	99.80	44.8
FACULTY															
MINORITY FEMALE															
MINORITY MALE							1						1	3.00	52.0
WHITE FEMALE			1	2	2					2			7	21.20	47.7
WHITE MALE		1	1	4	8	6	5						25	75.70	43.8
TOTAL		1	2	6	10	6	6			2			33	99.90	44.8
PROF/NON-FACULTY															
MINORITY FEMALE			1										1	9.00	31.0
MINORITY MALE															
WHITE FEMALE			2	1	2		1						6	54.50	39.7
WHITE MALE			1	1	1			1					4	36.30	42.5
TOTAL			4	2	3		1	1					11	99.80	39.9
SECTY/CLERICAL															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			2	1	1	1	1	1					7	100.00	43.6
WHITE MALE															
TOTAL			2	1	1	1	1	1					7	100.00	43.6
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				1	2	1							4	66.60	42.8
WHITE MALE				1					1				2	33.30	51.0
TOTAL				2	2	1			1				6	99.90	45.5
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		1											1	20.00	27.0
WHITE FEMALE															
WHITE MALE			1		1	1		1					4	80.00	44.5
TOTAL		1	1		1	1		1					5	100.00	41.0
GRAND TOTAL															
MINORITY FEMALE			1										1	1.40	31.0
MINORITY MALE		1			1		1						3	4.40	41.0
WHITE FEMALE			5	6	7	2	2	1		2			25	36.70	43.5
WHITE MALE		1	3	7	10	9	5	3	1				39	57.30	44.4
TOTAL		2	9	13	18	11	8	4	1	2			68	99.80	43.7

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 6 full-time persons were hired	0	33%	17%	50%
• 2 were promoted	0	0	50%	50%
• Fall 1985: 21 positions were reported filled in Executive/Administrative/Managerial	0	19%	19%	62%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 4 full-time faculty were hired	25%	50%	0	25%
• None was promoted	0	0	0	0
• Fall 1985: 90 positions were reported filled in Faculty	0	20%	6%	74%
▸ 10% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	0	100%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 19 positions were reported filled in Professional/Non-Faculty	5%	21%	16%	58%
▸ None of the persons in this position category was 60 years of age or older.				
College-Wide				
• 37 full-time persons were hired	19%	41%	8%	32%
• 10 were promoted	40%	0	20%	40%
• Fall 1985: 272 positions were reported filled college-wide	9%	31%	14%	47%

- Reported in the two lowest salary ranges were:
  62% of all females and, of these, 31% were minority females
  30% of all males and, of these, 46% were minority males

- 53% of all full-time females employed by the college were in the secretarial/clerical position category; 32% of these were filled by minority females

- 21% of all full-time males employed by the college were in the service/maintenance position category; 60% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $21 or less than 1%

- In the skilled crafts position category, white males filled 86% of the positions

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CHANCELLOR'S OFFICE
CALIFORNIA COMMUNITY COLLEGES
STAFF DATA SYSTEM

MERCED COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI- TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	6	5	1	4	1	1									
1983-85 NEW HIRES	6	4	2	3	2	1									
1983-85 PROMOTIONS	2	2		1				1							
1985 REPORTED STAFF	21	17	4	13	4	2		2							
FACULTY															
1983-85 SEPARATIONS	17	13	4	13	3				1						
1983-85 NEW HIRES	4	1	3	1	2				1						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	90	72	18	67	18			3		1		1			
PROF/NON-FACULTY															
1983-85 SEPARATIONS	4	1	3	1	3										
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	19	14	5	11	4	1	1	2							
SECTY/CLERICAL															
1983-85 SEPARATIONS	14		14		13				1						
1983-85 NEW HIRES	12	1	11	1	8		2		1						
1983-85 PROMOTIONS	1		1				1								
1985 REPORTED STAFF	58	1	57	1	39		5		11				1		1
TECH/PARAPROF															
1983-85 SEPARATIONS	15	3	12	1	8	1	1	1	2		1				
1983-85 NEW HIRES	8	3	5	3	2				3						
1983-85 PROMOTIONS	6	3	3	2				1	2		1				
1985 REPORTED STAFF	38	19	19	15	14	1		2	4	1	1				
SKILLED CRAFTS															
1983-85 SEPARATIONS	3	3		3											
1983-85 NEW HIRES	2	2		2											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	7	6	1	6	1										
SERVICE/MAINT															
1983-85 SEPARATIONS	6	6		3				2				1			
1983-85 NEW HIRES	4	4		2				2							
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	39	35	4	14	3	3		18	1						
GRAND TOTAL															
1983-85 SEPARATIONS	65	31	34	25	28	2	1	3	4		1	1			
1983-85 NEW HIRES	37	15	22	12	15	1	2	2	5						
1983-85 PROMOTIONS	10	6	4	4			1	2	2		1				
1985 REPORTED STAFF	272	164	108	127	83	7	6	27	16	2	1	1	1		1

MERCED COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE		1	2	1									4	23,476	93,904
WHITE FEMALE			1	1	1		1						4	35,657	142,629
WHITE MALE			1	5	1		5		1				13	40,243	523,164
TOTAL		1	4	7	2		6		1				21	36,176	759,697
FACULTY															
MINORITY FEMALE															
MINORITY MALE				3	2								5	32,153	160,766
WHITE FEMALE			2	6	10								18	32,498	584,960
WHITE MALE			1	8	55	3							67	35,752	2,395,388
TOTAL			3	17	67	3							90	34,901	3,141,114
PROF/NON-FACULTY															
MINORITY FEMALE						1							1	41,204	41,204
MINORITY MALE					2	1							3	37,197	111,591
WHITE FEMALE	1				2	1							4	31,446	125,783
WHITE MALE			1	1	5	4							11	36,431	400,743
TOTAL	1		1	1	9	7							19	35,754	679,321
SECTY/CLERICAL															
MINORITY FEMALE		16	2										18	15,595	280,702
MINORITY MALE															
WHITE FEMALE		34	4	1									39	16,007	624,280
WHITE MALE				1									1	28,237	28,237
TOTAL		50	6	2									58	16,090	933,219
TECH/PARAPROF															
MINORITY FEMALE		4	1										5	15,586	77,929
MINORITY MALE		4											4	15,975	63,900
WHITE FEMALE	1	6	7										14	18,011	252,158
WHITE MALE		12	2	1									15	17,772	266,587
TOTAL	1	26	10	1									38	17,384	660,574
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		1											1	15,744	15,744
WHITE MALE		3	3										6	19,630	117,780
TOTAL		4	3										7	19,075	133,524
SERVICE/MAINT															
MINORITY FEMALE	1												1	11,076	11,076
MINORITY MALE		18	3										21	16,082	337,723
WHITE FEMALE	1	2											3	13,150	39,450
WHITE MALE		12	2										14	16,317	228,441
TOTAL	2	32	5										39	15,813	616,690
GRAND TOTAL															
MINORITY FEMALE	1	20	3			1							25	16,436	410,911
MINORITY MALE		23	5	4	4	1							37	20,754	767,884
WHITE FEMALE	3	43	14	8	13	1	1						83	21,506	1,785,004
WHITE MALE		27	10	16	61	7	5		1				127	31,184	3,960,340
TOTAL	4	113	32	28	78	10	6		1				272	25,456	6,924,139

MERCED COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE			1		1	2							4	19.00	43.0
WHITE FEMALE			2			1	1						4	19.00	42.0
WHITE MALE				3	1	3	3	3					13	61.90	47.8
TOTAL			3	3	2	6	4	3					21	99.90	45.8
FACULTY															
MINORITY FEMALE															
MINORITY MALE			1	3			1						5	5.50	40.0
WHITE FEMALE			1	1	5	3	2	4	2				18	20.00	48.6
WHITE MALE			1	5	9	15	17	13	4	3			67	74.40	50.4
TOTAL			3	9	14	18	20	17	6	3			90	99.90	49.4
PROF/NON-FACULTY															
MINORITY FEMALE							1						1	5.20	52.0
MINORITY MALE				2				1					3	15.70	44.0
WHITE FEMALE			1			2		1					4	21.00	45.3
WHITE MALE		1		1	1	2	3	3					11	57.80	48.2
TOTAL		1	1	3	1	4	4	5					19	99.70	47.1
SECTY/CLERICAL															
MINORITY FEMALE			4	3	8	1		2					18	31.00	40.9
MINORITY MALE															
WHITE FEMALE	1	6	4	3	9	9	4	2	1				39	67.20	41.3
WHITE MALE					1								1	1.70	40.0
TOTAL	1	6	8	6	18	10	4	4	1				58	99.90	41.2
TECH/PARAPROF															
MINORITY FEMALE		1	1	3									5	13.10	33.8
MINORITY MALE		1	1	1		1							4	10.50	36.0
WHITE FEMALE		2	1	1	3	1	3	2	1				14	36.80	44.4
WHITE MALE		1	4	3	1	2	2	2					15	39.40	41.4
TOTAL		5	7	8	4	4	5	4	1				38	99.80	40.9
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		1											1	14.20	26.0
WHITE MALE				2		1		2		1			6	85.70	49.7
TOTAL		1		2		1		2		1			7	99.90	46.3
SERVICE/MAINT															
MINORITY FEMALE								1					1	2.50	57.0
MINORITY MALE		2	5	4	2	3	4		1				21	53.80	40.1
WHITE FEMALE						1	1	1					3	7.60	53.0
WHITE MALE		2		5	1		1	4	1				14	35.80	43.8
TOTAL		4	5	9	3	4	6	6	2				39	99.70	42.8
GRAND TOTAL															
MINORITY FEMALE		1	5	6	8	1	1	3					25	9.10	40.6
MINORITY MALE		3	8	10	3	6	5	1	1				37	13.60	40.3
WHITE FEMALE	1	9	9	3	17	17	11	10	4				83	30.50	43.9
WHITE MALE		4	5	19	14	23	26	27	5	4			127	46.60	48.0
TOTAL	1	17	27	40	42	47	43	41	10	4			272	99.80	45.0

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• 4 were promoted	25%	0	25%	50%
• Fall 1985: 11 positions were reported filled in Executive/Administrative/Managerial	18%	9%	27%	45%
▸ 27% of the persons in this position category were 60 years of age or older				
Faculty				
• 5 full-time faculty were hired	20%	20%	20%	40%
• 25 were promoted	16%	4%	28%	52%
• Fall 1985: 109 positions were reported filled in Faculty	17%	18%	21%	43%
▸ 15% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 3 full-time persons were hired	67%	33%	0	0
• 2 were promoted	50%	0	50%	0
• Fall 1985: 22 positions were reported filled in Professional/Non-Faculty	32%	32%	18%	18%
▸ 18% of the persons in this position category were 60 years of age or older				
College-Wide				
• 17 full-time persons were hired	47%	12%	24%	18%
• 40 were promoted	27%	5%	30%	37%
• Fall 1985: 204 positions were reported filled college-wide	28%	18%	24%	30%

- Reported in the two lowest salary ranges were:
  48% of all females and, of these, 76% were minority females
  22% of all males and, of these, 79% were minority males

- 38% of all full-time females employed by the college were in the secretarial/clerical position category; 78% of these were filled by minority females.

- 12% of all full-time males employed by the college were in the service/maintenance position category; 85% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $1,529 or 8%

- In the skilled crafts position category, minority males filled 100% of the positions

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MERRITT COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	2	1	1		1	1									
1983-85 NEW HIRES															
1983-85 PROMOTIONS	4	3	1	2		1	1								
1985 REPORTED STAFF	11	8	3	5	1	3	2								
FACULTY															
1983-85 SEPARATIONS	25	15	10	13	7	2	2				1				
1983-85 NEW HIRES	5	3	2	2	1	1			1						
1983-85 PROMOTIONS	25	20	5	13	1	4	2		1	3			1		
1985 REPORTED STAFF	109	70	39	47	20	15	11	2	3	5	4		1	1	
PROF/NON-FACULTY															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES	3		3		1		2								
1983-85 PROMOTIONS	2	1	1				1	1							
1985 REPORTED STAFF	22	8	14	4	7	2	7	1		1					
SECTY/CLERICAL															
1983-85 SEPARATIONS	14	2	12	1	2	1	7		2		1				
1983-85 NEW HIRES	7	2	5	1		1	4						1		
1983-85 PROMOTIONS	7	1	6		1	1	4						1		
1985 REPORTED STAFF	40	4	36		8	3	19		2	1	3		4		
TECH/PARAPROF															
1983-85 SEPARATIONS	3	1	2	1	2										
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	7	5	2	3	1	2					1				
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	1	1				1									
SERVICE/MAINT															
1983-85 SEPARATIONS	6	5	1	1		3	1	1							
1983-85 NEW HIRES	2	2				2									
1983-85 PROMOTIONS	2	2				2									
1985 REPORTED STAFF	14	13	1	2		8			1	2		1			
GRAND TOTAL															
1983-85 SEPARATIONS	51	25	26	17	12	7	10	1	2		2				
1983-85 NEW HIRES	17	7	10	3	2	4	6		1				1		
1983-85 PROMOTIONS	40	27	13	15	2	8	8	1	1	3			2		
1985 REPORTED STAFF	204	109	95	61	37	34	39	3	6	9	8	1	5	1	

MERRITT COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE							1	1					2	53,694	107,388
MINORITY MALE							3						3	49,792	149,376
WHITE FEMALE							1						1	48,144	48,144
WHITE MALE							5						5	49,133	245,664
TOTAL							10	1					11	50,052	550,572
FACULTY															
MINORITY FEMALE			1	4	14								19	33,614	638,667
MINORITY MALE				7	16								23	33,308	766,078
WHITE FEMALE				8	12								20	33,319	666,384
WHITE MALE			1	5	41								47	35,335	1,660,764
TOTAL			2	24	83								109	34,238	3,731,893
PROF/NON-FACULTY															
MINORITY FEMALE		1	3	1	2								7	26,464	185,245
MINORITY MALE			1	2	1								4	27,743	110,971
WHITE FEMALE		3		1	3								7	27,881	195,168
WHITE MALE					4								4	36,952	147,806
TOTAL		4	4	4	10								22	29,054	639,190
SECTY/CLERICAL															
MINORITY FEMALE		21	7										28	17,651	494,230
MINORITY MALE		2	2										4	18,917	75,666
WHITE FEMALE		4	3	1									8	19,391	155,126
WHITE MALE															
TOTAL		27	12	1									40	18,126	725,022
TECH/PARAPROF															
MINORITY FEMALE			1										1	21,108	21,108
MINORITY MALE			2										2	20,483	40,966
WHITE FEMALE			1										1	19,248	19,248
WHITE MALE			2	1									3	22,523	67,570
TOTAL			6	1									7	21,270	148,892
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1										1	23,700	23,700
WHITE FEMALE															
WHITE MALE															
TOTAL			1										1	23,700	23,700
SERVICE/MAINT															
MINORITY FEMALE		1											1	18,672	18,672
MINORITY MALE		3	8										11	20,206	222,261
WHITE FEMALE															
WHITE MALE		1	1										2	19,421	38,841
TOTAL		5	9										14	19,984	279,774
GRAND TOTAL															
MINORITY FEMALE		23	12	5	16		1	1					58	25,264	1,465,310
MINORITY MALE		5	14	9	17		3						48	28,938	1,389,018
WHITE FEMALE		7	4	10	15		1						37	29,299	1,084,070
WHITE MALE		1	4	6	45		5						51	35,420	2,160,645
TOTAL		36	34	30	93		10	1					204	29,897	6,099,043

MERRITT COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE						1	1						2	18.10	51.0
MINORITY MALE					1		1	1					3	27.20	49.3
WHITE FEMALE									1				1	9.00	64.0
WHITE MALE						2	1		2				5	45.40	54.4
TOTAL					1	3	3	1	3				11	99.70	53.3
FACULTY															
MINORITY FEMALE			1	5	5	3	3	2					19	17.40	43.7
MINORITY MALE				2	5	5	6	3	2				23	21.10	49.4
WHITE FEMALE				3	3	1	5	4	3	1			20	18.30	51.5
WHITE MALE				3	4	7	11	12	9	1			47	43.10	52.9
TOTAL			1	13	17	16	25	21	14	2			109	99.90	50.3
PROF/NON-FACULTY															
MINORITY FEMALE			3	1	2		1						7	31.80	38.7
MINORITY MALE			1		1	1			1				4	18.10	46.3
WHITE FEMALE			2				1	2	2				7	31.80	51.3
WHITE MALE						1	1	1	1				4	18.10	53.8
TOTAL			6	1	3	2	3	3	4				22	99.80	46.8
SECTY/CLERICAL															
MINORITY FEMALE		4	6	4	4	2	2	3	3				28	70.00	41.4
MINORITY MALE		1		1	1				1				4	10.00	42.0
WHITE FEMALE			1	1	3			2	1				8	20.00	46.3
WHITE MALE															
TOTAL		5	7	6	8	2	2	5	5				40	100.00	42.5
TECH/PARAPROF															
MINORITY FEMALE								1					1	14.20	59.0
MINORITY MALE				1	1								2	28.50	40.5
WHITE FEMALE			1										1	14.20	30.0
WHITE MALE		1	1						1				3	42.80	40.3
TOTAL		1	2	1	1			1	1				7	99.70	41.6
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE									1				1	100.00	63.0
WHITE FEMALE															
WHITE MALE															
TOTAL									1				1	100.00	63.0
SERVICE/MAINT															
MINORITY FEMALE								1					1	7.10	58.0
MINORITY MALE	1	1	1		1	4		2		1			11	78.50	44.6
WHITE FEMALE															
WHITE MALE									1			1	2	14.20	72.5
TOTAL	1	1	1		1	4		3	1	1		1	14	99.80	49.6
GRAND TOTAL															
MINORITY FEMALE		4	10	10	11	6	7	7	3				58	28.40	42.8
MINORITY MALE	1	2	2	4	10	10	7	6	5	1			48	23.50	47.3
WHITE FEMALE			4	4	6	1	6	8	7	1			37	18.10	50.1
WHITE MALE		1	1	3	4	10	13	13	14	1		1	61	29.90	53.1
TOTAL	1	7	17	21	31	27	33	34	29	3		1	204	99.90	48.3

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 16 positions were reported filled in Executive/Administrative/Managerial	0	44%	13%	44%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 7 full-time faculty were hired	0	43%	0	57%
• None was promoted	0	0	0	0
• Fall 1985: 63 positions were reported filled in Faculty	0	30%	10%	60%
▸ 5% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 3 full-time persons were hired	0	67%	0	33%
• 2 were promoted	0	50%	50%	0
• Fall 1985: 23 positions were reported filled in Professional/Non-Faculty	13%	52%	13%	22%
▸ 4% of the persons in this position category were 60 years of age or older.				
College-Wide				
• 31 full-time persons were hired	3%	48%	6%	42%
• 7 were promoted	14%	43%	14%	29%
• Fall 1985: 202 positions were reported filled college-wide	5%	48%	8%	39%

- Reported in the two lowest salary ranges were:
  65% of all females and, of these, 14% were minority females.
  39% of all males and, of these, 16% were minority males.

- 43% of all full-time females employed by the college were in the secretarial/clerical position category; 15% of these were filled by minority females.

- 20% of all full-time males employed by the college were in the service/maintenance position category; 32% of these were filled by minority males.

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $2,623 or 12%.

- In the skilled crafts position category, white males filled 67% of the positions.

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CALIFORNIA COMMUNITY COLLEGES
STAFF DATA SYSTEM

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MIRA COSTA COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE		BLACK		HISPANIC		ASIAN/PAC. ISLANDER		FILIPINO		AMER IND/AL NATIVE	
				M	F	M	F	M	F	M	F	M	F	M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	16	9	7	7	7			1		1					
FACULTY															
1983-85 SEPARATIONS	15	10	5	10	5										
1983-85 NEW HIRES	7	4	3	4	3										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	63	44	19	38	19	2		2						2	
PROF/NON-FACULTY															
1983-85 SEPARATIONS	6	1	5	1	5										
1983-85 NEW HIRES	3	1	2	1	2										
1983-85 PROMOTIONS	2	1	1		1					1					
1985 REPORTED STAFF	23	8	15	5	12			3	3						
SECTY/CLERICAL															
1983-85 SEPARATIONS	13		13		12				1						
1983-85 NEW HIRES	6		6		6										
1983-85 PROMOTIONS	2		2		1				1						
1985 REPORTED STAFF	46		46		39		1		3		3				
TECH/PARAPROF															
1983-85 SEPARATIONS	7	3	4	2	4			1							
1983-85 NEW HIRES	5	3	2	3	1										1
1983-85 PROMOTIONS	2	2		2											
1985 REPORTED STAFF	27	13	14	13	13										1
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	3	2	1	2	1										
SERVICE/MAINT															
1983-85 SEPARATIONS	9	7	2	6	2									1	
1983-85 NEW HIRES	10	7	3	5	3	2									
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	24	19	5	13	5	4		2							
GRAND TOTAL															
1983-85 SEPARATIONS	50	21	29	19	28			1	1					1	
1983-85 NEW HIRES	31	15	16	13	15	2									1
1983-85 PROMOTIONS	7	3	4	2	3				1	1					
1985 REPORTED STAFF	202	95	107	78	96	6	1	8	6	1	3			2	1

MIRA COSTA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE				1			1						2	40,200	80,400
WHITE FEMALE					1	2	4						7	46,767	327,369
WHITE MALE						2	2	2	1				7	52,232	365,621
TOTAL				1	1	4	7	2	1				16	48,337	773,390
FACULTY															
MINORITY FEMALE															
MINORITY MALE					5	1							6	38,499	230,993
WHITE FEMALE			3	4	11	1							19	32,936	625,791
WHITE MALE			5	1	22	10							38	36,722	1,395,451
TOTAL			8	5	38	12							63	35,750	2,252,235
PROF/NON-FACULTY															
MINORITY FEMALE			2	1									3	24,258	72,775
MINORITY MALE					1	2							3	41,946	125,838
WHITE FEMALE			4	2	5	1							12	31,289	375,466
WHITE MALE			1	3		1							5	30,836	154,178
TOTAL			7	6	6	4							23	31,663	728,257
SECTY/CLERICAL															
MINORITY FEMALE		2	5										7	19,481	136,366
MINORITY MALE															
WHITE FEMALE		18	18	3									39	19,928	777,193
WHITE MALE															
TOTAL		20	23	3									46	19,860	913,559
TECH/PARAPROF															
MINORITY FEMALE		1											1	16,189	16,189
MINORITY MALE															
WHITE FEMALE		5	6	2									13	20,939	272,208
WHITE MALE		3	7	2	1								13	23,223	301,894
TOTAL		9	13	4	1								27	21,863	590,291
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1										1	21,960	21,960
WHITE MALE			2										2	23,124	46,248
TOTAL			3										3	22,736	68,208
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		4	2										6	18,612	111,672
WHITE FEMALE		3	2										5	17,513	87,564
WHITE MALE		10	3										13	18,035	234,456
TOTAL		17	7										24	18,071	433,692
GRAND TOTAL															
MINORITY FEMALE		3	7	1									11	20,485	225,330
MINORITY MALE		4	2	1	6	3	1						17	32,288	548,903
WHITE FEMALE		26	34	11	17	4	4						96	25,912	2,487,551
WHITE MALE		13	18	6	23	13	2	2	1				78	32,024	2,497,848
TOTAL		46	61	19	46	20	7	2	1				202	28,513	5,759,632

MIRA COSTA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE					1		1						2	12.50	46.5
WHITE FEMALE				2	1	4							7	43.70	43.4
WHITE MALE							5	2					7	43.70	52.9
TOTAL				2	2	4	6	2					16	99.90	47.9
FACULTY															
MINORITY FEMALE															
MINORITY MALE				1		2	1	1		1			6	9.50	50.0
WHITE FEMALE			1	4	5	4	1	3	1				19	30.10	45.5
WHITE MALE		2	1	6	8	4	9	7	1				33	60.30	46.4
TOTAL		2	2	11	13	10	11	11	2	1			63	99.90	46.5
PROF/NON-FACULTY															
MINORITY FEMALE			1		1	1							3	13.00	40.0
MINORITY MALE				1	1	1							3	13.00	44.0
WHITE FEMALE			2	4	3	1	1	1					12	52.10	41.2
WHITE MALE		1		1	1			1	1				5	21.70	44.2
TOTAL		1	3	6	6	3	1	2	1				23	99.30	42.0
SECTY/CLERICAL															
MINORITY FEMALE		1		1	3	2							7	15.20	40.9
MINORITY MALE															
WHITE FEMALE	1	2	5	7	3	4	7	3	7				39	84.70	45.4
WHITE MALE															
TOTAL	1	3	5	8	6	6	7	3	7				46	99.90	44.7
TECH/PARAPROF															
MINORITY FEMALE					1								1	3.70	44.0
MINORITY MALE															
WHITE FEMALE		2	4	2	2		2			1			13	48.10	39.2
WHITE MALE		2	5	2	1		1	2					13	48.10	38.3
TOTAL		4	9	4	4		3	2		1			27	99.90	39.0
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1										1	33.30	31.0
WHITE MALE				2									2	66.60	37.0
TOTAL			1	2									3	99.90	35.0
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE	1	1		1		2			1				6	25.00	41.0
WHITE FEMALE		1	1	2			1						5	20.80	36.4
WHITE MALE	1	1	3	2		3	1	2					13	54.10	40.8
TOTAL	2	3	4	5		5	2	2	1				24	99.90	39.9
GRAND TOTAL															
MINORITY FEMALE		1	1	1	5	3							11	5.40	40.9
MINORITY MALE	1	1		3	2	5	2	1	1	1			17	8.40	45.4
WHITE FEMALE	1	5	14	21	14	13	12	7	8	1			96	47.50	43.3
WHITE MALE	1	6	9	13	10	7	16	14	2				78	38.60	44.3
TOTAL	3	13	24	38	31	28	30	22	11	2			202	99.90	43.7

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 1 full-time persons was hired	0	100%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 3 positions were reported filled in Executive/Administrative/Managerial	0	33%	33%	33%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 5 full-time faculty were hired	0	60%	0	40%
• None was promoted	0	0	0	0
• Fall 1985: 59 positions were reported filled in Faculty	10%	39%	10%	41%
▸ 5% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 16 positions were reported filled in Professional/Non-Faculty	25%	25%	6%	44%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 24 full-time persons were hired	13%	67%	4%	17%
• 2 were promoted	0	50%	0	50%
• Fall 1985: 130 positions were reported filled college-wide	15%	45%	8%	32%

▸ Reported in the two lowest salary ranges were:
24% of all females and, of these, 16% were minority females.
6% of all males and, of these, 33% were minority males.

▸ 34% of all full-time females employed by the college were in the secretarial/clerical position category; 26% of these were filled by minority females.

▸ 2% of all full-time males employed by the college were in the service/maintenance position category; none of these was filled by minority males

▸ In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $2,822 or 14%

▸ In the skilled crafts position category, white males filled 100% of the positions

CHANCELLOR'S OFFICE
CALIFORNIA COMMUNITY COLLEGES
STAFF DATA SYSTEM

MISSION COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS															
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	3	2	1	1	1			1							
FACULTY															
1983-85 SEPARATIONS	25	9	16	8	15		1	1							
1983-85 NEW HIRES	5	2	3	2	3										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	59	30	29	24	23		1	2	2	4	3				
PROF/NON-FACULTY															
1983-85 SEPARATIONS	1		1								1				
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	16	8	8	7	4			1	3		1				
SECTY/CLERICAL															
1983-85 SEPARATIONS	7		7		5				2						
1983-85 NEW HIRES	9	1	8	1	6				1		1				
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	29	2	27	2	20				4		2				1
TECH/PARAPROF															
1983-85 SEPARATIONS	15	4	11	3	10					1	1				
1983-85 NEW HIRES	8	1	7		6				1	1					
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	21	7	14	5	11	1			3	1					
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	1	1		1											
SERVICE/MAINT															
1983-85 SEPARATIONS	2	2		2											
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	1	1		1											
GRAND TOTAL															
1983-85 SEPARATIONS	50	15	35	13	30		1	1	2	1	2				
1983-85 NEW HIRES	24	5	19	4	16				2	1	1				
1983-85 PROMOTIONS	2	1	1	1	1										
1985 REPORTED STAFF	130	51	79	41	59	1	1	4	12	5	6				1

MISSION COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE							1						1	49,108	49,108
WHITE FEMALE									1				1	62,000	62,000
WHITE MALE								1					1	54,187	54,187
TOTAL							1	1	1				3	55,098	165,295
FACULTY															
MINORITY FEMALE				1	4	1							6	38,137	228,822
MINORITY MALE				1	4	1							6	37,518	225,108
WHITE FEMALE			2	3	12	6							23	36,388	836,929
WHITE MALE				5	16	3							24	36,024	864,577
TOTAL			2	10	36	11							59	36,533	2,155,436
PROF/NON-FACULTY															
MINORITY FEMALE				1	3								4	36,716	146,865
MINORITY MALE					1								1	39,419	39,419
WHITE FEMALE				2	2								4	34,549	138,197
WHITE MALE					2	3	2						7	42,507	297,548
TOTAL				3	8	3	2						16	38,877	622,029
SECTY/CLERICAL															
MINORITY FEMALE		1	6										7	20,357	142,500
MINORITY MALE															
WHITE FEMALE	1	10	9										20	19,285	385,695
WHITE MALE		1	1										2	13,768	37,536
TOTAL	1	12	16										29	19,508	565,731
TECH/PARAPROF															
MINORITY FEMALE		2	1										3	17,804	53,413
MINORITY MALE		1	1										2	18,293	36,586
WHITE FEMALE		5	5	1									11	20,082	220,901
WHITE MALE		1	2	2									5	24,065	120,323
TOTAL		9	9	3									21	20,534	431,223
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE				1									1	30,684	30,684
TOTAL				1									1	30,684	30,684
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE			1										1	21,024	21,024
TOTAL			1										1	21,024	21,024
GRAND TOTAL															
MINORITY FEMALE		3	7	2	7	1							20	28,580	571,600
MINORITY MALE		1	1	1	5	1	1						10	35,022	350,221
WHITE FEMALE	1	15	16	6	14	6			1				59	27,860	1,643,722
WHITE MALE		2	4	8	18	6	2	1					41	34,778	1,425,879
TOTAL	1	21	28	17	44	14	3	1	1				130	30,703	3,991,422

MISSION COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE				1									1	33.30	38.0
WHITE FEMALE					1								1	33.30	44.0
WHITE MALE								1					1	33.30	55.0
TOTAL				1	1			1					3	99.90	45.7
FACULTY															
MINORITY FEMALE				1	2	2		1					6	10.10	45.0
MINORITY MALE			1	1	2		2						6	10.10	42.8
WHITE FEMALE		1		4	8	3	5	1	1				23	38.90	45.2
WHITE MALE			3	4	4	4	3	4	1		1		24	40.60	47.1
TOTAL		1	4	10	16	9	10	6	2		1		59	99.70	45.7
PROF/NON-FACULTY															
MINORITY FEMALE				2		1	1						4	25.00	41.8
MINORITY MALE					1								1	6.20	43.0
WHITE FEMALE				2		1		1					4	25.00	44.3
WHITE MALE				2		3	2						7	43.70	46.0
TOTAL				6	1	5	3	1					16	99.90	44.3
SECTY/CLERICAL															
MINORITY FEMALE	1			2			1	2	1				7	24.10	45.7
MINORITY MALE															
WHITE FEMALE		4	1	1	3	2	5	1	2	1			20	68.90	45.3
WHITE MALE			1		1								2	6.80	36.5
TOTAL	1	4	2	3	4	2	6	3	3	1			29	99.80	44.8
TECH/PARAPROF															
MINORITY FEMALE	1		1	1									3	14.20	30.3
MINORITY MALE					1					1			2	9.50	52.5
WHITE FEMALE		2	1	4		1		2	1				11	52.30	41.8
WHITE MALE		1	1		1	1		1					5	23.80	41.0
TOTAL	1	3	3	5	2	2		3	1	1			21	99.80	41.0
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE			1										1	100.00	34.0
TOTAL			1										1	100.00	34.0
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE			1										1	100.00	31.0
TOTAL			1										1	100.00	31.0
GRAND TOTAL															
MINORITY FEMALE	2		1	6	2	3	2	3	1				20	15.30	42.4
MINORITY MALE			1	2	4		2			1			10	7.60	44.3
WHITE FEMALE		7	2	11	12	7	10	5	4	1			59	45.30	44.5
WHITE MALE		1	7	6	6	8	5	6	1		1		41	31.50	45.1
TOTAL	2	8	11	25	24	18	19	14	6	2	1		130	99.70	44.4

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 1 full-time person was hired	0	0	0	100%
• 6 were promoted	0	0	33%	67%
• Fall 1985: 16 positions were reported filled in Executive/Administrative/Managerial	0	13%	25%	62%
▸ 6% of the persons in this position category were 60 years of age or older				
Faculty				
• 3 full-time faculty were hired	0	67%	0	33%
• None was promoted	0	0	0	0
• Fall 1985: 180 positions were reported filled in Faculty	2%	24%	3%	71%
▸ 9% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 2 full-time persons were hired	0	50%	0	50%
• 2 were promoted	50%	50%	0	0
• Fall 1985: 24 positions were reported filled in Professional/Non-Faculty	8%	29%	13%	50%
▸ 4% of the persons in this position category were 60 years of age or older				
College-Wide				
• 23 full-time persons were hired	4%	70%	0	26%
• 12 were promoted	25%	25%	17%	33%
• Fall 1985: 329 positions were reported filled college-wide	3%	41%	4%	52%

- Reported in the two lowest salary ranges were:
  59% of all females and, of these, 7% were minority females.
  7% of all males and, of these, 8% were minority males.
- 43% of all full-time females employed by the college were in the secretarial/clerical position category; 8% of these were filled by minority females
- 3% of all full-time males employed by the college were in the service/maintenance position category; none of these was filled by minority males
- In the technical/paraprofessional position category, the mean salary of all males exceeds the mean salary of all females by $5,299 or 33%
- In the skilled crafts position category, white males filled 100% of the positions

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MODESTO JUNIOR COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/ AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	10	7	3	6	3			1							
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS	6	6		4				1						1	
1985 REPORTED STAFF	16	14	2	10	2			3						1	
FACULTY															
1983-85 SEPARATIONS	31	18	13	18	13										
1983-85 NEW HIRES	3	1	2	1	2										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	180	133	47	128	44	1		3	1	1	2				
PROF/NON-FACULTY															
1983-85 SEPARATIONS	4	2	2	2	2										
1983-85 NEW HIRES	2	1	1	1	1										
1983-85 PROMOTIONS	2		2		1		1								
1985 REPORTED STAFF	24	15	9	12	7	1	1	1		1	1				
SECTY/CLERICAL															
1983-85 SEPARATIONS	21		21		18		2		1						
1983-85 NEW HIRES	8		8		7				1						
1983-85 PROMOTIONS	3		3		1				2						
1985 REPORTED STAFF	63	1	62	1	57				5						
TECH/PARAPROF															
1983-85 SEPARATIONS	9	5	4	5	3		1								
1983-85 NEW HIRES	4	1	3	1	3										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	29	13	16	11	15		1	1							
SKILLED CRAFTS															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	3	3		3											
SERVICE/MAINT															
1983-85 SEPARATIONS	4	1	3	1	3										
1983-85 NEW HIRES	5	2	3	2	3										
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	14	5	9	5	9										
GRAND TOTAL															
1983-85 SEPARATIONS	80	34	46	33	42		3	1	1						
1983-85 NEW HIRES	23	6	17	6	16				1						
1983-85 PROMOTIONS	12	6	6	4	3		1	1	2					1	
1985 REPORTED STAFF	329	184	145	170	134	3	2	8	6	2	3			1	

MODESTO JUNIOR COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE						1	3						4	48,465	193,860
WHITE FEMALE						2							2	43,109	86,218
WHITE MALE						6	4						10	46,315	463,152
TOTAL						9	7						16	46,452	743,230
FACULTY															
MINORITY FEMALE				1	2								3	33,739	101,216
MINORITY MALE				1	4								5	34,842	174,211
WHITE FEMALE		2	3	17	22								44	30,915	1,360,278
WHITE MALE		1	5	22	95	5							128	34,438	4,408,117
TOTAL		3	8	41	123	5							180	33,577	6,043,822
PROF/NON-FACULTY															
MINORITY FEMALE				1		1							2	37,134	74,267
MINORITY MALE				1	1	1							3	34,073	102,218
WHITE FEMALE				4	2	1							7	32,750	229,247
WHITE MALE				1	11								12	36,210	434,518
TOTAL				7	14	3							24	35,010	840,250
SECTY/CLERICAL															
MINORITY FEMALE		5											5	15,821	79,106
MINORITY MALE															
WHITE FEMALE	3	51	3										57	15,267	870,194
WHITE MALE		1											1	15,380	15,380
TOTAL	3	57	3										63	15,312	964,680
TECH/PARAPROF															
MINORITY FEMALE		1											1	15,636	15,636
MINORITY MALE		1	1										2	20,718	41,436
WHITE FEMALE		14	1										15	15,882	238,228
WHITE MALE		2	8		1								11	21,246	233,709
TOTAL		18	10		1								29	18,242	529,309
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE		2	1										3	18,980	56,940
TOTAL		2	1										3	18,980	56,940
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE	8	1											9	10,500	94,500
WHITE MALE	2	3											5	13,574	67,869
TOTAL	10	4											14	11,598	162,369
GRAND TOTAL															
MINORITY FEMALE		6		2	2	1							11	24,566	270,225
MINORITY MALE		1	1	2	5	2	3						14	36,552	511,725
WHITE FEMALE	11	68	7	21	24	3							134	21,483	2,878,565
WHITE MALE	2	9	14	23	107	11	4						170	33,410	5,679,685
TOTAL	13	84	22	48	138	17	7						329	28,390	9,340,300

MODESTO JUNIOR COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE					2	1	1						4	25.00	46.0
WHITE FEMALE								1	1				2	12.50	58.0
WHITE MALE				1	2	2	4	1					10	62.50	43.6
TOTAL				1	4	3	5	2	1				16	100.00	49.1
FACULTY															
MINORITY FEMALE					1	1		1					3	1.60	48.3
MINORITY MALE					1		1	2		1			5	2.70	54.4
WHITE FEMALE			2	6	6	7	8	10	5				44	24.40	48.8
WHITE MALE			4	16	24	29	27	18	9	1			128	71.10	48.1
TOTAL			6	22	32	37	36	31	14	2			180	99.80	48.4
PROF/NON-FACULTY															
MINORITY FEMALE					1	1							2	8.30	45.0
MINORITY MALE				2		1							3	12.50	40.3
WHITE FEMALE			2	1	3			1					7	29.10	41.4
WHITE MALE				1	3	1		6		1			12	50.00	51.2
TOTAL			2	4	7	3		7		1			24	99.90	46.5
SECTY/CLERICAL															
MINORITY FEMALE		2	1			1	1						5	7.90	36.4
MINORITY MALE															
WHITE FEMALE	1	5	8	13	4	7	6	7	6				57	90.40	43.3
WHITE MALE						1							1	1.50	48.0
TOTAL	1	7	9	13	4	9	7	7	6				63	99.80	42.8
TECH/PARAPROF															
MINORITY FEMALE				1									1	3.40	38.0
MINORITY MALE					1		1						2	6.80	46.0
WHITE FEMALE	1	1	3	3	1	2	1	3					15	51.70	41.1
WHITE MALE		1	2	5	2				1				11	37.90	38.4
TOTAL	1	2	5	9	4	2	2	3	1				29	99.80	40.3
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE				1		1		1					3	100.00	47.3
TOTAL				1		1		1					3	100.00	47.3
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		3	1			2		1	2				9	64.20	42.7
WHITE MALE			1	1		1	1		1				5	35.70	45.6
TOTAL		3	2	1		3	1	1	3				14	99.90	43.7
GRAND TOTAL															
MINORITY FEMALE		2	1	1	2	3	1	1					11	3.30	41.4
MINORITY MALE				2	4	2	3	2		1			14	4.20	47.8
WHITE FEMALE	2	9	16	23	14	18	15	23	14				134	40.70	44.9
WHITE MALE		1	7	25	31	35	32	26	11	2			170	51.60	47.6
TOTAL	2	12	24	51	51	58	51	52	25	3			329	99.80	46.3

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 1 full-time person was hired	0	0	100%	0
• None was promoted	0	0	0	0
• Fall 1985: 13 positions were reported filled in Executive/Administrative/Managerial	0	8%	23%	69%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 13 full-time faculty were hired	0	54%	0	46%
• None was promoted	0	0	0	0
• Fall 1985: 89 positions were reported filled in Faculty	0	29%	7%	64%
▸ 8% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	0	100%	0	0
• 1 was promoted	0	100%	0	0
• Fall 1985: 27 positions were reported filled in Professional/Non-Faculty	4%	48%	7%	41%
▸ 4% of the persons in this position category were 60 years of age or older				
College-Wide				
• 40 full-time persons were hired	13%	37%	18%	32%
• 5 were promoted	20%	60%	0	20%
• Fall 1985: 220 positions were reported filled college-wide	6%	33%	14%	47%

- Reported in the two lowest salary ranges were:
  - 33% of all females and, of these, 24% were minority females
  - 23% of all males and, of these, 35% were minority males
- 44% of all full-time females employed by the college were in the secretarial/clerical position category; 21% of these were filled by minority females
- 19% of all full-time males employed by the college were in the service/maintenance position category; 52% of these were filled by minority males
- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $892 or 5%
- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 67%

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FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	6	5	1	4	1	1									
1983-85 NEW HIRES	1	1				1									
1983-85 PROMOTIONS															
1985 REPORTED STAFF	13	12	1	9	1	2								1	
FACULTY															
1983-85 SEPARATIONS	24	12	12	12	9		2		1						
1983-85 NEW HIRES	13	6	7	6	7										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	89	63	26	57	26	1		3		1				1	
PROF/NON-FACULTY															
1983-85 SEPARATIONS	3		3		3										
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	27	13	14	11	13	1	1			1					
SECTY/CLERICAL															
1983-85 SEPARATIONS	15	1	14	1	9		2						2		1
1983-85 NEW HIRES	13	4	9	2	6		1		1		1	1		1	
1983-85 PROMOTIONS	3		3		2						1				
1985 REPORTED STAFF	42	4	38	2	30		2		2		2	1	2	1	
TECH/PARAPROF															
1983-85 SEPARATIONS	6	2	4	2	2		1		1						
1983-85 NEW HIRES	5	4	1	3		1					1				
1983-85 PROMOTIONS															
1985 REPORTED STAFF	19	13	6	11	2	2	2		1		1				
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	3	3		1		2									
SERVICE/MAINT															
1983-85 SEPARATIONS	7	7				6						1			
1983-85 NEW HIRES	7	5	2	2	1	1			1	2					
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	27	25	2	12	1	5		2	1	4		2			
GRAND TOTAL															
1983-85 SEPARATIONS	61	27	34	19	24	7	5		2			1	2		1
1983-85 NEW HIRES	40	20	20	13	15	3	1		2	2	2	1		1	
1983-85 PROMOTIONS	5	1	4	1	3						1				
1985 REPORTED STAFF	220	133	87	103	73	13	5	5	4	6	3	3	2	3	

MONTEREY PENINSULA CLG

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE						1	1		1				3	50,704	152,111
WHITE FEMALE					1								1	35,443	35,443
WHITE MALE					3	2	2	2					9	45,100	405,897
TOTAL					4	3	3	2	1				13	45,650	593,451
FACULTY															
MINORITY FEMALE															
MINORITY MALE				1	5								6	34,478	206,868
WHITE FEMALE			3	15	7		1						26	31,553	820,374
WHITE MALE		2	2	15	34	2	2						57	33,827	1,928,164
TOTAL		2	5	31	46	2	3						89	33,207	2,955,406
PROF/NON-FACULTY															
MINORITY FEMALE				1									1	30,598	30,598
MINORITY MALE		1		1									2	24,871	49,741
WHITE FEMALE			3	9	1								13	27,292	354,795
WHITE MALE			2	2	6	1							11	34,427	378,693
TOTAL		1	5	13	7	1							27	30,142	813,827
SECTY/CLERICAL															
MINORITY FEMALE	1	4	3										8	17,786	142,284
MINORITY MALE		2											2	12,834	25,668
WHITE FEMALE	2	17	10	1									30	17,637	529,117
WHITE MALE		2											2	15,498	30,996
TOTAL	3	25	13	1									42	17,335	728,065
TECH/PARAPROF															
MINORITY FEMALE	1		3										4	19,309	77,237
MINORITY MALE	1	1											2	14,647	29,293
WHITE FEMALE		2											2	15,452	30,904
WHITE MALE		7	2	2									11	19,692	216,614
TOTAL	2	10	5	2									19	18,634	354,048
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			2										2	22,284	44,568
WHITE FEMALE															
WHITE MALE			1										1	21,096	21,096
TOTAL			3										3	21,888	65,664
SERVICE/MAINT															
MINORITY FEMALE		1											1	12,672	12,672
MINORITY MALE		6	6	1									13	19,835	257,856
WHITE FEMALE		1											1	15,324	15,324
WHITE MALE		9	3										12	17,511	210,136
TOTAL		17	9	1									27	18,370	495,988
GRAND TOTAL															
MINORITY FEMALE	2	5	6	1									14	18,771	262,791
MINORITY MALE	1	10	8	3	5	1	1		1				30	25,537	766,105
WHITE FEMALE	2	20	16	25	9		1						73	24,465	1,785,957
WHITE MALE		20	10	19	43	5	4	2					103	30,986	3,191,596
TOTAL	5	55	40	48	57	6	6	2	1				220	27,302	6,006,449

MONTEREY PENINSULA CLG

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE				1			2						3	23.00	47.7
WHITE FEMALE				1									1	7.60	36.0
WHITE MALE					1	3	3	2					9	69.20	50.0
TOTAL				2	1	3	5	2					13	99.80	48.4
FACULTY															
MINORITY FEMALE															
MINORITY MALE					1	1	2	2					6	6.70	51.2
WHITE FEMALE				4	7	7	2	3	3				26	29.20	47.3
WHITE MALE			5	6	8	12	12	10	4				57	64.00	47.9
TOTAL			5	10	16	20	16	15	7				89	99.90	48.0
PROF/NON-FACULTY															
MINORITY FEMALE				1									1	3.70	37.0
MINORITY MALE		1		1									2	7.40	30.0
WHITE FEMALE			1	3	4	4		1					13	48.10	42.5
WHITE MALE			1	3	1	2	2	1	1				11	40.70	45.2
TOTAL		1	2	8	5	6	2	2	1				27	99.90	42.4
SECTY/CLERICAL															
MINORITY FEMALE	1	2	1	3				1					8	19.00	35.3
MINORITY MALE		1		1									2	4.70	32.0
WHITE FEMALE	1	4	5	4	2	4	4	4	2				30	71.40	42.2
WHITE MALE			2										2	4.70	33.0
TOTAL	2	7	8	8	2	4	4	5	2				42	99.80	39.9
TECH/PARAPROF															
MINORITY FEMALE		1	2		1								4	21.00	34.0
MINORITY MALE		1	1										2	10.50	28.5
WHITE FEMALE				2									2	10.50	36.5
WHITE MALE			3	3	3	1		1					11	57.80	39.5
TOTAL		2	6	5	4	1		1					19	99.80	36.8
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE								2					2	66.60	56.0
WHITE FEMALE															
WHITE MALE							1						1	33.30	50.0
TOTAL							1	2					3	99.90	54.0
SERVICE/MAINT															
MINORITY FEMALE			1										1	3.70	30.0
MINORITY MALE					1		4	6	2				13	48.10	54.8
WHITE FEMALE			1										1	3.70	32.0
WHITE MALE		1	2	3	1	2		3					12	44.40	42.8
TOTAL		1	4	3	2	2	4	9	2				27	99.90	47.7
GRAND TOTAL															
MINORITY FEMALE	1	3	4	4	1			1					14	6.30	34.6
MINORITY MALE		3	1	3	2	1	8	10	2				30	13.60	48.5
WHITE FEMALE	1	4	7	14	13	15	6	8	5				73	33.10	43.7
WHITE MALE		1	13	15	14	20	18	17	5				103	46.80	46.0
TOTAL	2	11	25	36	30	36	32	36	12				220	99.80	44.9

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
● No full-time person was hired	0	0	0	0
● None was promoted	0	0	0	0
● Fall 1985: 18 positions were reported filled in Executive/Administrative/Managerial	6%	11%	6%	78%
▸ 5% of the persons in this position category were 60 years of age or older				
Faculty				
● 3 full-time faculty were hired	0	33%	0	67%
● None was promoted	0	0	0	0
● Fall 1985: 114 positions were reported filled in Faculty	3%	25%	9%	63%
▸ 4% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
● 1 full-time person was hired	0	0	0	100%
● None was promoted	0	0	0	0
● Fall 1985: 12 positions were reported filled in Professional/Non-Faculty	0	58%	0	42%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
● 30 full-time persons were hired	0	60%	13%	27%
● 3 were promoted	0	100%	0	0
● Fall 1985: 239 positions were reported filled college-wide	3%	37%	9%	51%

- Reported in the two lowest salary ranges were:
  44% of all females and, of these, 2% were minority females
  14% of all males and, of these, 35% were minority males

- 34% of all full-time females employed by the college were in the secretarial/clerical position category; 9% of these were filled by minority females

- 17% of all full-time males employed by the college were in the service/maintenance position category; 24% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $3,348 or 19%

- In the skilled crafts position category, males filled 71% of the positions and, of these, minority males filled 20%

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MOORPARK COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC				HISPANIC		ASIAN/PAC. ISLANDER		FILIPINO		AMER IND/ AL NATIVE	
				WHITE		BLACK									
				M	F	M	F	M	F	M	F	M	F	M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	18	15	3	14	2			1	1						
FACULTY															
1983-85 SEPARATIONS	13	10	3	7	3			3							
1983-85 NEW HIRES	3	2	1	2	1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	114	82	32	72	29	4		5	1	1	1				1
PROF/NON-FACULTY															
1983-85 SEPARATIONS	2	2		2											
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	12	5	7	5	7										
SECTY/CLERICAL															
1983-85 SEPARATIONS	19	1	18		15			1	3						
1983-85 NEW HIRES	12		12		12										
1983-85 PROMOTIONS	3		3		3										
1985 REPORTED STAFF	35	2	33		30			2	2				1		
TECH/PARAPROF															
1983-85 SEPARATIONS	4	1	3	1	3										
1983-85 NEW HIRES	6	2	4	1	4			1							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	23	9	14	8	14			1							
SKILLED CRAFTS															
1983-85 SEPARATIONS	2	2		2											
1983-85 NEW HIRES	2	1	1	1	1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	7	5	2	4	2			1							
SERVICE/MAINT															
1983-85 SEPARATIONS	8	8		5				2						1	
1983-85 NEW HIRES	6	6		3				2						1	
1983-85 PROMOTIONS															
1985 REPORTED STAFF	30	25	5	19	5			6							
GRAND TOTAL															
1983-85 SEPARATIONS	49	25	24	18	21			6	3					1	
1983-85 NEW HIRES	30	12	18	8	18			3						1	
1983-85 PROMOTIONS	3		3		3										
1985 REPORTED STAFF	239	143	96	122	89	4		16	4	1	1		1		1

MOORPARK COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE								1					1	59,430	59,430
MINORITY MALE							1						1	48,389	48,389
WHITE FEMALE								2					2	56,957	113,714
WHITE MALE					1		4	7	1	1			14	55,465	776,514
TOTAL					1		5	10	1	1			18	55,458	998,247
FACULTY															
MINORITY FEMALE			1	1		1							3	32,190	96,569
MINORITY MALE					6	4							10	40,478	404,775
WHITE FEMALE	1		3	2	15	8							29	36,003	1,044,084
WHITE MALE			1	4	42	25							72	38,760	2,790,704
TOTAL	1		5	7	63	38							114	38,036	4,336,132
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				2	2	2	1						7	38,524	269,671
WHITE MALE						4	1						5	42,935	214,675
TOTAL				2	2	6	2						12	40,362	484,346
SECTY/CLERICAL															
MINORITY FEMALE		1	2										3	18,291	54,874
MINORITY MALE		2											2	16,960	33,920
WHITE FEMALE		25	5										30	16,462	493,847
WHITE MALE															
TOTAL		28	7										35	16,647	582,641
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE		1											1	18,036	18,036
WHITE FEMALE		10	4										14	17,701	247,815
WHITE MALE		1	7										8	21,426	171,404
TOTAL		12	11										23	19,011	437,255
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1										1	23,230	23,230
WHITE FEMALE		1	1										2	16,230	32,460
WHITE MALE			4										4	21,801	87,204
TOTAL		1	6										7	20,413	142,894
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		4	2										6	19,688	118,128
WHITE FEMALE		4	1										5	18,400	91,998
WHITE MALE		12	6	1									19	18,978	360,579
TOTAL		20	9	1									30	19,024	570,705
GRAND TOTAL															
MINORITY FEMALE		1	3	1		1		1					7	30,125	210,873
MINORITY MALE		7	3		6	4	1						21	30,785	646,478
WHITE FEMALE	1	40	14	4	17	10	1	2					89	25,773	2,293,789
WHITE MALE		13	18	5	43	29	5	7	1	1			122	36,074	4,401,080
TOTAL	1	61	38	10	66	44	7	10	1	1			239	31,599	7,552,220

MOORPARK COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE							1						1	5.50	52.0
MINORITY MALE					1								1	5.50	43.0
WHITE FEMALE				1		1							2	11.10	44.0
WHITE MALE					3		6	4	1				14	77.70	52.3
TOTAL				1	4	1	7	4	1				18	99.80	50.8
FACULTY															
MINORITY FEMALE				1	1	1							3	2.60	41.7
MINORITY MALE				1	1	5	2	1					10	8.70	47.2
WHITE FEMALE			4	5	8	7	2	2	1				29	25.40	43.1
WHITE MALE			1	7	21	18	17	4	3	1			72	63.10	47.3
TOTAL			5	14	31	31	21	7	4	1			114	99.80	46.1
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				4	1	1		1					7	58.30	42.1
WHITE MALE				2			3						5	41.60	46.6
TOTAL				6	1	1	3	1					12	99.90	44.0
SECTY/CLERICAL															
MINORITY FEMALE			1	1			1						3	8.50	38.7
MINORITY MALE			1		1								2	5.70	39.0
WHITE FEMALE	1	5	2	3	4	6	5	3	1				30	85.70	42.5
WHITE MALE															
TOTAL	1	5	4	4	5	6	6	3	1				35	99.90	41.9
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE	1												1	4.30	23.0
WHITE FEMALE		2	1	3	1	1	2	3	1				14	60.80	44.6
WHITE MALE	2	2	1	1	1				1				8	34.70	33.8
TOTAL	3	4	2	4	2	1	2	3	2				23	99.80	39.9
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE						1							1	14.20	46.0
WHITE FEMALE						1		1					2	28.50	52.5
WHITE MALE			2		1		1						4	57.10	39.3
TOTAL			2		1	2	1	1					7	99.80	44.0
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE			1	1	1	1	2						6	20.00	43.7
WHITE FEMALE		1	1		1		2						5	16.60	40.2
WHITE MALE		3	4	4	1	1		2	3	1			19	63.30	42.7
TOTAL		4	6	5	3	2	4	2	3	1			30	99.90	42.5
GRAND TOTAL															
MINORITY FEMALE			1	2	1	1	2						7	2.90	41.9
MINORITY MALE	1		2	2	4	7	4	1					21	8.70	44.0
WHITE FEMALE	1	8	8	16	15	17	11	10	3				89	37.20	43.1
WHITE MALE	2	5	8	14	27	19	27	10	8	2			122	51.00	46.0
TOTAL	4	13	19	34	47	44	44	21	11	2			239	99.80	44.6

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 4 full-time persons were hired	25%	50%	0	25%
• 17 were promoted	6%	41%	0	53%
• Fall 1985: 47 positions were reported filled in Executive/Administrative/Managerial	9%	28%	13%	51%
▸ 13% of the persons in this position category were 60 years of age or older				
Faculty				
• 22 full-time faculty were hired	9%	36%	5%	50%
• 132 were promoted	7%	31%	15%	47%
• Fall 1985: 237 positions were reported filled in Faculty	5%	27%	9%	59%
▸ 14% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 2 full-time persons were hired	50%	50%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 19 positions were reported filled in Professional/Non-Faculty	11%	21%	21%	47%
▸ 16% of the persons in this position category were 60 years of age or older				
College-Wide				
• 49 full-time persons were hired	14%	37%	10%	39%
• 263 were promoted	9%	32%	19%	40%
• Fall 1985: 508 positions were reported filled college-wide	8%	32%	16%	44%

- Reported in the two lowest salary ranges were:
  50% of all females and, of these, 21% were minority females
  27% of all males and, of these, 52% were minority males

- 45% of all full-time females employed by the college were in the secretarial/clerical position category; 22% of these were filled by minority females

- 21% of all full-time males employed by the college were in the service/maintenance position category; 55% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all females exceeded the mean salary of all males by $2,981 or 11%

- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 37%

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MT SAN ANTONIO COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	5	5		4						1					
1983-85 NEW HIRES	4	1	3	1	2						1				
1983-85 PROMOTIONS	17	9	8	9	7				1						
1985 REPORTED STAFF	47	30	17	24	13	3	2	2	1	1	1				
FACULTY															
1983-85 SEPARATIONS	56	31	25	29	23		1	1	1					1	
1983-85 NEW HIRES	22	12	10	11	8		1		1	1					
1983-85 PROMOTIONS	132	82	50	62	41	10	3	9	5	1	1				
1985 REPORTED STAFF	237	161	76	140	65	8	4	11	5	1	2	1			
PROF/NON-FACULTY															
1983-85 SEPARATIONS	1		1						1						
1983-85 NEW HIRES	2		2		1				1						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	19	13	6	9	4	2	1	2	1						
SECTY/CLERICAL															
1983-85 SEPARATIONS	13		13		9		1		3						
1983-85 NEW HIRES	8		8		5				3						
1983-85 PROMOTIONS	41		41		31				8		2				
1985 REPORTED STAFF	92	1	91	1	71		6		12		2				
TECH/PARAPROF															
1983-85 SEPARATIONS	3	2	1	2					1						
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS	23	18	5	12	4			6	1						
1985 REPORTED STAFF	23	17	6	10	6	1		5		1					
SKILLED CRAFTS															
1983-85 SEPARATIONS	4	4		4											
1983-85 NEW HIRES	2	2		1				1							
1983-85 PROMOTIONS	7	7		5				2							
1985 REPORTED STAFF	19	19		12				7							
SERVICE/MAINT															
1983-85 SEPARATIONS	15	15		10		2		3							
1983-85 NEW HIRES	10	9	1	6	1	1		2							
1983-85 PROMOTIONS	43	41	2	18		6	2	13				2		2	
1985 REPORTED STAFF	71	64	7	29	4	12	2	17	1	3		2		1	
GRAND TOTAL															
1983-85 SEPARATIONS	97	57	40	49	32	2	2	4	6	1				1	
1983-85 NEW HIRES	49	24	25	19	18	1	1	3	5	1	1				
1983-85 PROMOTIONS	263	157	106	106	83	16	5	30	15	1	3	2		2	
1985 REPORTED STAFF	508	305	203	225	163	26	15	44	20	6	5	3		1	

MT SAN ANTONIO COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE				1	1	1	1						4	40,404	161,615
MINORITY MALE			2			1		2	1				6	44,648	267,835
WHITE FEMALE				3	1	3	2	4					13	44,150	573,951
WHITE MALE				2	4	5	3	7	2	1			24	48,807	1,171,366
TOTAL			2	6	6	10	6	13	3	1			47	46,273	2,174,813
FACULTY															
MINORITY FEMALE				4	4	3							11	35,916	395,074
MINORITY MALE				5	5	10	1						21	38,597	810,545
WHITE FEMALE			5	14	18	27	1						65	36,693	2,385,967
WHITE MALE			2	15	34	82	6	1					140	40,057	5,607,954
TOTAL			7	38	61	122	8	1					237	38,813	9,193,641
PROF/NON-FACULTY															
MINORITY FEMALE				1		1							2	38,286	76,572
MINORITY MALE						2	2						4	45,526	182,102
WHITE FEMALE				2			2						4	39,106	156,424
WHITE MALE						1	8						9	48,797	439,176
TOTAL				3		4	12						19	44,962	854,274
SECTY/CLERICAL															
MINORITY FEMALE		8	10	1		1							20	20,913	418,260
MINORITY MALE															
WHITE FEMALE		28	41	2									71	20,145	1,430,299
WHITE MALE			1										1	19,632	19,632
TOTAL		36	52	3		1							92	20,306	1,868,190
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE		1	3	3									7	24,806	173,640
WHITE FEMALE			2	1	3								6	29,152	174,912
WHITE MALE			6	1	3								10	27,127	271,272
TOTAL		1	11	5	6								23	26,949	619,824
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE		1		6									7	25,666	179,664
WHITE FEMALE															
WHITE MALE			3	9									12	27,100	325,200
TOTAL		1	3	15									19	26,572	504,864
SERVICE/MAINT															
MINORITY FEMALE		1	2										3	19,496	58,488
MINORITY MALE		10	25										35	19,808	693,276
WHITE FEMALE		3	1										4	17,754	71,016
WHITE MALE		9	18	2									29	20,066	581,904
TOTAL		23	46	2									71	19,784	1,404,684
GRAND TOTAL															
MINORITY FEMALE		9	12	7	5	6	1						40	27,750	1,110,010
MINORITY MALE		12	30	14	5	13	3	2	1				80	28,839	2,307,113
WHITE FEMALE		31	49	22	22	30	5	4					163	29,397	4,791,568
WHITE MALE		9	30	29	41	88	17	8	2	1			225	37,407	8,416,504
TOTAL		61	121	72	73	137	26	14	3	1			508	32,727	16,625,295

MT SAN ANTONIO COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE				1	1	1	1						4	8.50	45.5
MINORITY MALE					3	2	1						6	12.70	46.5
WHITE FEMALE				1	2	4	1	3	2				13	27.60	50.2
WHITE MALE			1	2	1	5	6	5	4				24	51.00	51.4
TOTAL			1	4	7	12	9	8	6				47	99.80	49.9
FACULTY															
MINORITY FEMALE				6	1			2	2				11	4.60	45.4
MINORITY MALE			1	4	4	4	3	2	2	1			21	8.80	47.2
WHITE FEMALE		1	2	11	10	12	8	12	7	2			65	27.40	48.5
WHITE MALE		1	3	12	23	23	28	30	17	3			140	59.00	50.1
TOTAL		2	6	33	38	39	39	46	28	6			237	99.80	49.2
PROF/NON-FACULTY															
MINORITY FEMALE			1		1								2	10.50	38.0
MINORITY MALE				2			2						4	21.00	45.0
WHITE FEMALE				1		1				2			4	21.00	54.0
WHITE MALE					1	1	2	4	1				9	47.30	54.0
TOTAL			1	3	2	2	4	4	1	2			19	99.80	50.4
SECTY/CLERICAL															
MINORITY FEMALE	2	3	4	4	1	4	1		1				20	21.70	38.0
MINORITY MALE															
WHITE FEMALE		2	7	5	12	13	14	9	7	2			71	77.10	47.7
WHITE MALE			1										1	1.00	34.0
TOTAL	2	5	12	9	13	17	15	9	8	2			92	99.80	45.4
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE		2		2	1	2							7	30.40	38.3
WHITE FEMALE			2	1		3							6	26.00	42.0
WHITE MALE	1	1	2	3	1	1	1						10	43.40	37.6
TOTAL	1	3	4	6	2	6	1						23	99.80	39.0
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE		1	2	1		1	1	1					7	36.80	41.0
WHITE FEMALE															
WHITE MALE		1	2	2			4	2		1			12	63.10	47.0
TOTAL		2	4	3		1	5	3		1			19	99.90	44.8
SERVICE/MAINT															
MINORITY FEMALE				2		1							3	4.20	40.3
MINORITY MALE	2	3	5	1	3	3	6	3	8	1			35	49.20	46.1
WHITE FEMALE	1						2	1					4	5.60	45.3
WHITE MALE	2	3	4	3	4	2	3		6	2			29	40.80	44.3
TOTAL	5	6	9	6	7	6	11	4	14	3			71	99.80	45.1
GRAND TOTAL															
MINORITY FEMALE	2	3	5	13	4	6	2	2	3				40	7.80	41.0
MINORITY MALE	2	6	8	10	11	12	13	6	10	2			80	15.70	45.3
WHITE FEMALE	1	3	11	19	24	33	25	25	16	6			163	32.00	48.1
WHITE MALE	3	6	13	22	30	32	44	41	28	6			225	44.20	48.8
TOTAL	8	18	37	64	69	83	84	74	57	14			508	99.70	47.4

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• 2 were promoted	0	100%	0	0
• Fall 1985: 11 positions were reported filled in Executive/Administrative/Managerial	0	18%	9%	73%
▸ 18% of the persons in this position category were 60 years of age or older				
Faculty				
• 6 full-time faculty were hired	0	50%	17%	33%
• None was promoted	0	0	0	0
• Fall 1985: 35 positions were reported filled in Faculty	0	43%	9%	49%
▸ 11% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	0	0	0	100%
• None was promoted	0	0	0	0
• Fall 1985: 4 positions were reported filled in Professional/Non-Faculty	0	50%	25%	25%
▸ 25% of the persons in this position category were 60 years of age or older				
College-Wide				
• 20 full-time persons were hired	5%	35%	25%	35%
• 9 were promoted	0	67%	0	33%
• Fall 1985: 104 positions were reported filled college-wide	8%	42%	13%	37%

- Reported in the two lowest salary ranges were:
  44% of all females and, of these, 35% were minority females
  33% of all males and, of these, 53% were minority males

- 56% of all full-time females employed by the college were in the secretarial/clerical position category, 17% of these were filled by minority females

- 25% of all full-time males employed by the college were in the service/maintenance position category, 62% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $2,358 or 14%

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MT SAN JACINTO COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS	2		2		2										
1985 REPORTED STAFF	11	9	2	8	2					1					
FACULTY															
1983-85 SEPARATIONS	11	5	6	4	6					1					
1983-85 NEW HIRES	6	3	3	2	3					1					
1983-85 PROMOTIONS															
1985 REPORTED STAFF	35	20	15	17	15			2		1					
PROF/NON-FACULTY															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	4	2	2	1	2	1									
SECTY/CLERICAL															
1983-85 SEPARATIONS	10		10		8				2						
1983-85 NEW HIRES	6	2	4	2	4										
1983-85 PROMOTIONS	6	2	4	2	4										
1985 REPORTED STAFF	32	3	29	2	24				5	1					
TECH/PARAPROF															
1983-85 SEPARATIONS	1		1						1						
1983-85 NEW HIRES	2	1	1	1							1				
1983-85 PROMOTIONS															
1985 REPORTED STAFF	9	5	4	5	1				2		1				
SKILLED CRAFTS															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
SERVICE/MAINT															
1983-85 SEPARATIONS	10	10		6				3						1	
1983-85 NEW HIRES	5	5		1				4							
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	13	13		5				8							
GRAND TOTAL															
1983-85 SEPARATIONS	34	17	17	12	14			3	3	1				1	
1983-85 NEW HIRES	20	12	8	7	7			4		1	1				
1983-85 PROMOTIONS	9	3	6	3	6										
1985 REPORTED STAFF	104	52	52	38	44	1		10	7	3	1				

MT SAN JACINTO COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE							1						1	49,125	49,125
WHITE FEMALE			1				1						2	34,123	63,245
WHITE MALE					1	3	3		1				8	46,744	373,954
TOTAL			1		1	3	5		1				11	44,666	491,324
FACULTY															
MINORITY FEMALE															
MINORITY MALE				2	1								3	33,412	100,235
WHITE FEMALE			2	6	7								15	31,040	465,597
WHITE MALE			1	3	13								17	34,713	590,114
TOTAL			3	11	21								35	33,027	1,155,946
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE				1									1	31,864	31,854
WHITE FEMALE			1	1									2	25,955	51,910
WHITE MALE					1								1	33,724	33,724
TOTAL			1	2	1								4	29,375	117,498
SECTY/CLERICAL															
MINORITY FEMALE		5											5	16,027	80,136
MINORITY MALE		1											1	12,998	12,998
WHITE FEMALE		15	7	2									24	18,588	446,111
WHITE MALE		1	1										2	18,576	37,152
TOTAL		22	8	2									32	18,012	576,397
TECH/PARAPROF															
MINORITY FEMALE	2	1											3	13,820	41,460
MINORITY MALE															
WHITE FEMALE				1									1	26,497	26,497
WHITE MALE		2	2	1									5	19,347	96,734
TOTAL	2	3	2	2									9	18,299	164,691
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		8											8	16,686	133,486
WHITE FEMALE															
WHITE MALE	1	4											5	14,554	72,772
TOTAL	1	12											13	15,866	206,258
GRAND TOTAL															
MINORITY FEMALE	2	6											8	15,200	121,596
MINORITY MALE		9		3	1		1						14	23,408	327,708
WHITE FEMALE		15	11	10	7		1						44	24,054	1,058,360
WHITE MALE	1	7	4	4	15	3	3		1				38	31,696	1,204,450
TOTAL	3	37	15	17	23	3	5		1				104	26,078	2,712,114

MT SAN JACINTO COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE					1								1	9.00	43.0
WHITE FEMALE				1					1				2	18.10	51.0
WHITE MALE				1	2		2	2	1				8	72.70	50.3
TOTAL				2	3		2	2	2				11	99.80	49.7
FACULTY															
MINORITY FEMALE															
MINORITY MALE				2			1						3	8.50	41.7
WHITE FEMALE			2	5	1	3	1		2	1			15	42.80	44.7
WHITE MALE			2	1	3	4	3	3	1				17	48.50	47.6
TOTAL			4	8	4	7	5	3	3	1			35	99.80	45.8
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE									1				1	25.00	63.0
WHITE FEMALE			1	1									2	50.00	35.5
WHITE MALE						1							1	25.00	45.0
TOTAL			1	1		1			1				4	100.00	44.8
SECTY/CLERICAL															
MINORITY FEMALE	1		2	1								1	5	15.60	41.8
MINORITY MALE			1										1	3.10	32.0
WHITE FEMALE	1	1	1	3	5	3	4	1	5				24	75.00	46.6
WHITE MALE		1	1										2	6.20	30.5
TOTAL	2	2	5	4	5	3	4	1	5			1	32	99.90	44.4
TECH/PARAPROF															
MINORITY FEMALE		1	1	1									3	33.30	31.7
MINORITY MALE															
WHITE FEMALE								1					1	11.10	58.0
WHITE MALE		2		1			1			1			5	55.50	41.4
TOTAL		3	1	2			1	1		1			9	99.90	40.0
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		1		3	1	2		1					8	61.50	41.6
WHITE FEMALE															
WHITE MALE		1		1		2				1			5	38.40	44.2
TOTAL		2		4	1	4		1		1			13	99.90	42.6
GRAND TOTAL															
MINORITY FEMALE	1	1	3	2								1	8	7.60	38.0
MINORITY MALE		1	1	5	2	2	1	1	1				14	13.40	42.6
WHITE FEMALE	1	1	4	10	6	6	5	2	8	1			44	42.30	45.9
WHITE MALE		4	3	4	5	7	6	5	2	2			38	36.50	45.9
TOTAL	2	7	11	21	13	15	12	8	11	3		1	104	99.80	44.9

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• 3 were promoted	0	0	33%	67%
• Fall 1985: 20 positions were reported filled in Executive/Administrative/Managerial	0	35%	20%	45%
▸ 10% of the persons in this position category were 60 years of age or older				
Faculty				
• 8 full-time faculty were hired	0	37%	0	62%
• None was promoted	0	0	0	0
• Fall 1985: 85 positions were reported filled in Faculty	1%	42%	2%	54%
▸ 8% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 10 positions were reported filled in Professional/Non-Faculty	10%	50%	30%	10%
▸ 10% of the persons in this position category were 60 years of age or older				
College-Wide				
• 33 full-time persons were hired	3%	67%	0	30%
• 7 were promoted	0	14%	29%	57%
• Fall 1985: 218 positions were reported filled college-wide	6%	48%	7%	39%

- Reported in the two lowest salary ranges were:
  52% of all females and, of these, 16% were minority females
  20% of all males and, of these, 10% were minority males

- 37% of all full-time females employed by the college were in the secretarial/clerical position category; 20% of these were filled by minority females

- 19% of all full-time males employed by the college were in the service/maintenance position category; 16% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $5,355 or 32%

- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 33%

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NAPA VALLEY COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	8	3	5	2	4			1	1						
1983-85 NEW HIRES															
1983-85 PROMOTIONS	3	3		2				1							
1985 REPORTED STAFF	20	13	7	9	7			3						1	
FACULTY															
1983-85 SEPARATIONS	17	12	5	11	5			1							
1983-85 NEW HIRES	8	5	3	5	3										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	85	48	37	46	36	2							1		
PROF/NON-FACULTY															
1983-85 SEPARATIONS	4	2	2	1	2							1			
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	10	4	6	1	5	1		1	1			1			
SECTY/CLERICAL															
1983-85 SEPARATIONS	30		30		25				5						
1983-85 NEW HIRES	15		15		14		1								
1983-85 PROMOTIONS															
1985 REPORTED STAFF	44		44		35		1		6		1				1
TECH/PARAPROF															
1983-85 SEPARATIONS	24	9	15	7	12	2	2		1						
1983-85 NEW HIRES	8	3	5	3	5										
1983-85 PROMOTIONS	4	3	1	2	1			1							
1985 REPORTED STAFF	36	13	23	11	21			1	1		1	1			
SKILLED CRAFTS															
1983-85 SEPARATIONS	2	2		1		1									
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	3	3		2		1									
SERVICE/MAINT															
1983-85 SEPARATIONS	12	10	2	8	1		1	2							
1983-85 NEW HIRES	2	2		2											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	20	19	1	16	1			3							
GRAND TOTAL															
1983-85 SEPARATIONS	97	38	59	30	49	3	3	4	7			1			
1983-85 NEW HIRES	33	10	23	10	22		1								
1983-85 PROMOTIONS	7	6	1	4	1			2							
1985 REPORTED STAFF	218	100	118	85	105	4	1	8	8		2	2	1	1	1

NAPA VALLEY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE						1	2	1					4	50,235	201,141
WHITE FEMALE				1	3	3							7	38,737	271,156
WHITE MALE				3	1	2	1	1	1				9	41,706	375,358
TOTAL				4	4	6	3	2	1				20	42,383	847,655
FACULTY															
MINORITY FEMALE				1									1	27,289	27,239
MINORITY MALE				1		1							2	36,269	72,538
WHITE FEMALE		2	4	17	11	2							36	30,413	1,094,871
WHITE MALE		1	6	9	26	4							46	34,235	1,574,792
TOTAL		3	10	28	37	7							85	32,582	2,769,490
PROF/NON-FACULTY															
MINORITY FEMALE					1								1	33,268	33,268
MINORITY MALE				1	2								3	34,003	102,010
WHITE FEMALE			1	1	3								5	32,417	162,087
WHITE MALE					1								1	37,608	37,608
TOTAL			1	2	7								10	33,497	334,973
SECTY/CLERICAL															
MINORITY FEMALE		8		1									9	17,772	159,944
MINORITY MALE															
WHITE FEMALE	2	31	2										35	16,226	567,923
WHITE MALE															
TOTAL	2	39	2	1									44	16,542	727,867
TECH/PARAPROF															
MINORITY FEMALE		2											2	13,932	27,863
MINORITY MALE			1	1									2	24,300	48,600
WHITE FEMALE		15	6										21	17,158	360,328
WHITE MALE		4	4	3									11	21,858	240,433
TOTAL		21	11	4									36	18,812	677,224
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1										1	21,924	21,924
WHITE FEMALE															
WHITE MALE			2										2	21,924	43,848
TOTAL			3										3	21,924	65,772
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		2	1										3	17,951	53,852
WHITE FEMALE		1											1	15,516	15,516
WHITE MALE		13	3										16	17,972	287,548
TOTAL		16	4										20	17,846	356,916
GRAND TOTAL															
MINORITY FEMALE		10		2	1								13	19,105	248,364
MINORITY MALE		2	3	3	2	2	2	1					15	33,338	500,065
WHITE FEMALE	2	49	13	19	17	5							105	23,542	2,471,881
WHITE MALE		18	15	15	28	6	1	1	1				85	30,113	2,559,587
TOTAL	2	79	31	39	48	13	3	2	1				218	26,513	5,779,897

NAPA VALLEY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE				2	1			1					4	20.00	44.0
WHITE FEMALE				2	1	1		2	1				7	35.00	48.7
WHITE MALE			1	2	2	2		1	1				9	45.00	45.2
TOTAL			1	6	4	3		4	2				20	100.00	46.2
FACULTY															
MINORITY FEMALE							1						1	1.10	54.0
MINORITY MALE						1	1						2	2.30	49.5
WHITE FEMALE			4	7	7	7	3	6	2				36	42.30	45.4
WHITE MALE			2	7	6	11	12	3	2	3			46	54.10	48.0
TOTAL			6	14	13	19	17	9	4	3			85	99.80	47.0
PROF/NON-FACULTY															
MINORITY FEMALE						1							1	10.00	47.0
MINORITY MALE			1		1	1							3	30.00	40.0
WHITE FEMALE					1	2		1	1				5	50.00	50.8
WHITE MALE					1								1	10.00	41.0
TOTAL			1		3	4		1	1				10	100.00	46.2
SECTY/CLERICAL															
MINORITY FEMALE			2	2	1	2	1		1				9	20.40	43.3
MINORITY MALE															
WHITE FEMALE	2	3	6	4	4	6	5	3	2				35	79.50	41.7
WHITE MALE															
TOTAL	2	3	8	6	5	8	6	3	3				44	99.90	42.0
TECH/PARAPROF															
MINORITY FEMALE		1	1										2	5.50	29.0
MINORITY MALE			1			1							2	5.50	40.0
WHITE FEMALE	1	4	2	6	4	2	1	1					21	58.30	37.9
WHITE MALE		1	1	3	2	1	1	1	1				11	30.50	42.8
TOTAL	1	6	5	9	6	4	2	2	1				36	99.80	39.0
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE						1							1	33.30	45.0
WHITE FEMALE															
WHITE MALE								1	1				2	66.60	58.0
TOTAL						1		1	1				3	99.90	53.7
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		1		1					1				3	15.00	40.7
WHITE FEMALE		1											1	5.00	27.0
WHITE MALE		1	5	3		1	2	1	3				16	80.00	42.5
TOTAL		3	5	4		1	2	1	4				20	100.00	41.5
GRAND TOTAL															
MINORITY FEMALE		1	3	2	1	3	2		1				13	5.90	42.2
MINORITY MALE		1	2	3	2	4	1	1	1				15	6.80	42.8
WHITE FEMALE	3	8	12	19	17	18	9	13	6				105	48.10	43.0
WHITE MALE		2	9	15	11	15	15	7	8	3			85	38.90	46.2
TOTAL	3	12	26	39	31	48	27	21	16	3			218	99.70	44.2

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: No positions were reported filled in Executive/Administrative/Managerial	0	0	0	0
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 1 full-time faculty was hired	0	0	0	100%
• None was promoted	0	0	0	0
• Fall 1985: 27 positions were reported filled in Faculty	11%	63%	11%	15%
▸ 7% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 3 positions were reported filled in Professional/Non-Faculty	0	67%	0	33%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 1 full-time person was hired	0	0	0	100%
• None was promoted	0	0	0	0
• Fall 1985: 30 positions were reported filled college-wide	10%	63%	10%	17%

▸ Reported in the two lowest salary ranges were:
27% of all females and, of these, none was minority female
38% of all males and, of these, 67% were minority males

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                                                FULL TIME EMPLOYEES
                 1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

    POSITION          TOTAL                           NON - HISPANIC                           ASIAN/PAC.               AMER IND/
    CATEGORY          POSI-  TOTAL  TOTAL            WHITE       BLACK        HISPANIC        ISLANDER     FILIPINO    AL NATIVE
                      TIONS  MALES  FEMALES         M     F     M     F       M     F        M     F      M     F      M     F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

FACULTY
  1983-85 SEPARATIONS     3      2       1          2     1
  1983-85 NEW HIRES       1      1                  1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF    27      7      20          4    17                   2     1        1     1            1

PROF/NON-FACULTY
  1983-85 SEPARATIONS     2              2                1           1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF     3      1       2          1     2

SECTY/CLERICAL
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

TECH/PARAPROF
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

SKILLED CRAFTS
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

SERVICE/MAINT
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

GRAND TOTAL
  1983-85 SEPARATIONS     5      2       3          2     2           1
  1983-85 NEW HIRES       1      1                  1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF    30      8      22          5    19                   2     1        1     1            1
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NORTH ORANGE ADULT

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
FACULTY															
MINORITY FEMALE					3								3	35,284	105,852
MINORITY MALE				2	1								3	31,637	94,910
WHITE FEMALE			3	2	6	6							17	35,160	597,716
WHITE MALE					3	1							4	37,376	149,503
TOTAL			3	4	13	7							27	35,110	947,981
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				1	1								2	32,502	65,003
WHITE MALE				1									1	32,047	32,047
TOTAL				2	1								3	32,350	97,050
SECTY/CLERICAL															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
GRAND TOTAL															
MINORITY FEMALE					3								3	35,284	105,852
MINORITY MALE				2	1								3	31,637	94,910
WHITE FEMALE			3	3	7	6							19	34,880	662,719
WHITE MALE				1	3	1							5	36,310	181,550
TOTAL			3	6	14	7							30	34,834	1,045,031

NORTH ORANGE ADULT

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
FACULTY															
MINORITY FEMALE						1	2						3	11.10	49.7
MINORITY MALE					1		1	1					3	11.10	51.3
WHITE FEMALE		1	3	3	2	2	2	2	1	1			17	62.90	45.2
WHITE MALE				2	1	1							4	14.80	39.8
TOTAL		1	3	5	4	4	5	3	1	1			27	99.90	45.6
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				1				1					2	66.60	45.5
WHITE MALE			1										1	33.30	32.0
TOTAL			1	1				1					3	99.90	41.0
SECTY/CLERICAL															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
GRAND TOTAL															
MINORITY FEMALE						1	2						3	10.00	49.7
MINORITY MALE					1		1	1					3	10.00	51.3
WHITE FEMALE		1	3	4	2	2	2	3	1	1			19	63.30	45.2
WHITE MALE			1	2	1	1							5	16.60	38.2
TOTAL		1	4	6	4	4	5	4	1	1			30	99.90	45.1

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	0	0	0	100%
• 1 was promoted	0	0	0	100%
• Fall 1985: 24 positions were reported filled in Executive/Administrative/Managerial	0	13%	13%	75%
▸ 17% of the persons in this position category were 60 years of age or older				
Faculty				
• 8 full-time faculty were hired	13%	62%	13%	13%
• 2 were promoted	0	50%	0	50%
• Fall 1985: 97 positions were reported filled in Faculty	4%	43%	6%	46%
▸ 8% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	100%	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 19 positions were reported filled in Professional/Non-Faculty	11%	32%	21%	37%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 42 full-time persons were hired	12%	64%	5%	19%
• 10 were promoted	40%	30%	0	30%
• Fall 1985: 244 positions were reported filled college-wide	9%	41%	12%	38%

- Reported in the two lowest salary ranges were:
  55% of all females and, of these, 22% were minority females
  29% of all males and, of these, 43% were minority males

- 31% of all full-time females employed by the college were in the secretarial/clerical position category; 29% of these were filled by minority females

- 17% of all full-time males employed by the college were in the service/maintenance position category; 52% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $3,845 or 19%

- In the skilled crafts position category, males filled 89% of the positions and, of these, minority males filled 38%

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OHLONE COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS															
1983-85 NEW HIRES	2	2		2											
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	24	21	3	18	3			2		1					
FACULTY															
1983-85 SEPARATIONS	24	9	15	7	13	1	1			1					1
1983-85 NEW HIRES	8	2	6	1	5				1	1					
1983-85 PROMOTIONS	2	1	1	1	1										
1985 REPORTED STAFF	97	51	46	45	42	1	2	2	1	3					1
PROF/NON-FACULTY															
1983-85 SEPARATIONS	3	2	1	1					1	1					
1983-85 NEW HIRES	1		1						1						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	19	11	8	7	6	1		3	1						1
SECTY/CLERICAL															
1983-85 SEPARATIONS	18		18		16				1		1				
1983-85 NEW HIRES	21	2	19	2	16		1		1				1		
1983-85 PROMOTIONS	3		3		2				1						
1985 REPORTED STAFF	39	1	38	1	27		2		4		2		3		
TECH/PARAPROF															
1983-85 SEPARATIONS	5	1	4		4					1					
1983-85 NEW HIRES	7	2	5	1	5							1			
1983-85 PROMOTIONS	3		3						3						
1985 REPORTED STAFF	33	9	24	7	19			1	3		2	1			
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	9	8	1	5	1			2		1					
SERVICE/MAINT															
1983-85 SEPARATIONS	6	6		2				1		3					
1983-85 NEW HIRES	3	2	1	2	1										
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	23	21	2	10	1	1	1	4		5		1			
GRAND TOTAL															
1983-85 SEPARATIONS	56	18	38	10	33	1	1	1	2	6	1				1
1983-85 NEW HIRES	42	10	32	8	27		1		3	1		1	1		
1983-85 PROMOTIONS	10	3	7	3	3				4						
1985 REPORTED STAFF	244	122	122	93	99	3	5	14	9	10	4	2	3		2

OHLONE COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE				1			2						3	43,298	129,895
WHITE FEMALE					1		1	1					3	47,708	143,124
WHITE MALE				3	2	5	5	2	1				18	45,993	827,863
TOTAL				4	3	5	8	3	1				24	45,870	1,100,887
FACULTY															
MINORITY FEMALE				1	3								4	34,239	136,954
MINORITY MALE				3	3								6	34,238	205,426
WHITE FEMALE		1	2	12	24	3							42	33,566	1,409,786
WHITE MALE		1		7	28	9							45	36,153	1,626,883
TOTAL		2	2	23	58	12							97	34,836	3,379,049
PROF/NON-FACULTY															
MINORITY FEMALE				1	1								2	34,792	69,583
MINORITY MALE				1	3								4	34,509	138,037
WHITE FEMALE			3	1	2								6	28,471	170,828
WHITE MALE			1	3	3								7	32,345	226,416
TOTAL			4	6	9								19	31,835	604,864
SECTY/CLERICAL															
MINORITY FEMALE		7	4										11	18,361	201,966
MINORITY MALE															
WHITE FEMALE		20	6	1									27	17,241	465,519
WHITE MALE		1											1	15,768	15,768
TOTAL		28	10	1									39	17,519	683,253
TECH/PARAPROF															
MINORITY FEMALE			3	1	1								5	27,469	137,347
MINORITY MALE		1			1								2	26,136	52,272
WHITE FEMALE		12	7										19	18,327	348,205
WHITE MALE		1	4	2									7	23,488	164,418
TOTAL		14	14	3	2								33	21,280	702,242
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			3										3	24,072	72,216
WHITE FEMALE				1									1	28,632	28,632
WHITE MALE		1	1	3									5	25,802-	129,012
TOTAL		1	4	4									9	25,540	229,860
SERVICE/MAINT															
MINORITY FEMALE		1											1	17,325	17,325
MINORITY MALE		4	7										11	19,688	216,564
WHITE FEMALE			1										1	19,947	19,947
WHITE MALE			10										10	20,504	205,041
TOTAL		5	18										23	19,951	458,877
GRAND TOTAL															
MINORITY FEMALE		8	7	3	5								23	24,486	563,175
MINORITY MALE		5	10	5	7		2						29	28,083	814,410
WHITE FEMALE		33	19	15	27	3	1	1					99	26,122	2,586,041
WHITE MALE		4	16	18	33	14	5	2	1				93	34,359	3,195,406
TOTAL		50	52	41	72	17	8	3	1				244	29,340	7,159,032

OHLONE COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE						1		1	1				3	12.50	54.7
WHITE FEMALE						2		1					3	12.50	51.3
WHITE MALE			1		3	3	6	2	3				18	75.00	50.8
TOTAL			1		3	6	6	4	4				24	100.00	51.3
FACULTY															
MINORITY FEMALE				1	1	1	1						4	4.10	44.8
MINORITY MALE					4	1			1				6	6.10	47.2
WHITE FEMALE		1	2	6	9	10	4	7	2	1			42	43.20	46.6
WHITE MALE			2	3	10	13	9	4	3	1			45	46.30	47.8
TOTAL		1	4	10	24	25	14	11	6	2			97	99.70	47.1
PROF/NON-FACULTY															
MINORITY FEMALE				1	1								2	10.50	39.5
MINORITY MALE			1		3								4	21.00	39.5
WHITE FEMALE				1		3		2					6	31.50	48.0
WHITE MALE			2	1	2	1		1					7	36.80	41.0
TOTAL			3	3	6	4		3					19	99.80	42.7
SECTY/CLERICAL															
MINORITY FEMALE		2	2	2		3	2						11	28.20	39.5
MINORITY MALE															
WHITE FEMALE	1	3	4	2	1	4	3	5	3	1			27	69.20	45.0
WHITE MALE					1								1	2.50	42.0
TOTAL	1	5	6	4	2	7	5	5	3	1			39	99.90	43.3
TECH/PARAPROF															
MINORITY FEMALE		1	1	1		2							5	15.10	38.0
MINORITY MALE					1	1							2	6.00	43.5
WHITE FEMALE		1	3	4	2	3	1	4	1				19	57.50	43.5
WHITE MALE			3		3			1					7	21.20	39.4
TOTAL		2	7	5	6	6	1	5	1				33	99.80	41.8
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				1				1	1				3	33.30	51.3
WHITE FEMALE								1					1	11.10	58.0
WHITE MALE				2	1			2					5	55.50	46.4
TOTAL				3	1			4	1				9	99.90	49.3
SERVICE/MAINT															
MINORITY FEMALE				1									1	4.30	35.0
MINORITY MALE					3		3	2	3				11	47.80	52.5
WHITE FEMALE			1										1	4.30	33.0
WHITE MALE					1	3	4	1	1				10	43.40	51.2
TOTAL			1	1	4	3	7	3	4				23	99.80	50.3
GRAND TOTAL															
MINORITY FEMALE		3	3	6	2	6	3						23	9.40	39.9
MINORITY MALE			1	1	11	3	3	4	6				29	11.80	49.1
WHITE FEMALE	1	5	10	13	12	22	8	20	6	2			99	40.50	45.7
WHITE MALE			8	6	21	20	19	11	7	1			93	38.10	47.4
TOTAL	1	8	22	26	46	51	33	35	19	3			244	99.80	46.2

Orange Coast College

Coast Community College District

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	0	0	50%	50%
• 24 were promoted	0	21%	4%	75%
• Fall 1985: 23 positions were reported filled in Executive/Administrative/Managerial	0	22%	4%	74%
▸ 4% of the persons in this position category were 60 years of age or older				
Faculty				
• 53 full-time faculty were hired	6%	34%	8%	53%
• 2 were promoted	0	50%	0	50%
• Fall 1985: 316 positions were reported filled in Faculty	2%	31%	4%	62%
▸ 8% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 7 full-time persons were hired	14%	29%	0	57%
• 1 was promoted	0	100%	0	0
• Fall 1985: 26 positions were reported filled in Professional/Non-Faculty	0	65%	0	35%
▸ 8% of the persons in this position category were 60 years of age or older				
College-Wide				
• 125 full-time persons were hired	4%	37%	7%	52%
• 55 were promoted	4%	38%	4%	55%
• Fall 1985: 572 positions were reported filled college-wide	3%	38%	5%	53%

- Reported in the two lowest salary ranges were:
  20% of all females and, of these, 9% were minority females.
  7% of all males and, of these, 26% were minority males.

- 33% of all full-time females employed by the college were in the secretarial/clerical position category; 11% of these were filled by minority females

- 18% of all full-time males employed by the college were in the service/maintenance position category; 19% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $2,064 or 9%

- In the skilled crafts position category, males filled 90% of the positions and, of these, minority males filled 16%

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ORANGE COAST COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI- TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	10	8	2	7	2			1							
1983-85 NEW HIRES	2	2		1				1							
1983-85 PROMOTIONS	24	19	5	18	5			1							
1985 REPORTED STAFF	23	18	5	17	5			1							
FACULTY															
1983-85 SEPARATIONS	39	25	14	23	12	1				1	1				1
1983-85 NEW HIRES	53	32	21	28	18	1		2	2	1	1				
1983-85 PROMOTIONS	2	1	1	1	1										
1985 REPORTED STAFF	316	210	106	197	99	2		3	5	6	1			2	1
PROF/NON-FACULTY															
1983-85 SEPARATIONS	1		1								1				
1983-85 NEW HIRES	7	4	3	4	2						1				
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	26	9	17	9	17										
SECTY/CLERICAL															
1983-85 SEPARATIONS	17	2	15	2	13				1		1				
1983-85 NEW HIRES	25	5	20	5	19				1						
1983-85 PROMOTIONS	15	1	14	1	12				1		1				
1985 REPORTED STAFF	86	7	79	7	70				4		5				
TECH/PARAPROF															
1983-85 SEPARATIONS	11	2	9	2	8						1				
1983-85 NEW HIRES	9	4	5	4	5										
1983-85 PROMOTIONS	4	2	2	1	2			1							
1985 REPORTED STAFF	26	14	12	12	11			1			1			1	
SKILLED CRAFTS															
1983-85 SEPARATIONS	4	4		4											
1983-85 NEW HIRES	7	7		6				1							
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	21	19	2	16	2			2		1					
SERVICE/MAINT															
1983-85 SEPARATIONS	16	15	1	12	1	2		1							
1983-85 NEW HIRES	22	20	2	17	2			3							
1983-85 PROMOTIONS	8	8		8											
1985 REPORTED STAFF	74	59	15	48	15	1		6		2		2			
GRAND TOTAL															
1983-85 SEPARATIONS	98	56	42	50	36	3		2	1	1	4				1
1983-85 NEW HIRES	125	74	51	65	46	1		7	3	1	2				
1983-85 PROMOTIONS	55	32	23	30	21			2	1		1				
1985 REPORTED STAFF	572	336	236	306	219	3		13	9	9	7	2		3	1

ORANGE COAST COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE							1						1	51,346	51,346
WHITE FEMALE							5						5	51,699	258,476
WHITE MALE						1	7	5	3	1			17	55,676	946,486
TOTAL						1	13	5	3	1			23	54,623	1,256,328
FACULTY															
MINORITY FEMALE			1		2	4							7	36,777	257,438
MINORITY MALE				3	3	7							13	39,076	507,934
WHITE FEMALE			4	13	31	51							99	38,511	3,812,619
WHITE MALE			4	14	53	119	7						197	40,358	7,950,529
TOTAL			9	30	89	181	7						316	39,647	12,528,570
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		4	8	3	2								17	23,395	397,708
WHITE MALE		2	4	3									9	22,647	203,819
TOTAL		6	12	6	2								26	23,136	601,527
SECTY/CLERICAL															
MINORITY FEMALE		4	4	1									9	20,072	130,651
MINORITY MALE															
WHITE FEMALE		29	38	3									70	19,684	1,377,872
WHITE MALE	1	3	2	1									7	18,664	130,645
TOTAL	1	36	44	5									86	19,641	1,689,168
TECH/PARAPROF															
MINORITY FEMALE			1										1	22,548	22,548
MINORITY MALE			2										2	22,600	45,200
WHITE FEMALE			9	2									11	23,397	257,367
WHITE MALE			6	6									12	25,855	310,259
TOTAL			18	8									26	24,437	635,374
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			2	1									3	24,849	74,548
WHITE FEMALE			2										2	23,976	47,952
WHITE MALE		1	5	10									16	25,572	409,148
TOTAL		1	9	11									21	25,317	531,648
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		6	5										11	18,227	200,493
WHITE FEMALE		10	5										15	17,564	263,455
WHITE MALE		10	31	6	1								48	21,397	1,027,056
TOTAL		26	41	6	1								74	20,149	1,491,004
GRAND TOTAL															
MINORITY FEMALE		4	6	1	2	4							17	27,096	460,637
MINORITY MALE		6	9	4	3	7	1						30	29,319	879,571
WHITE FEMALE		43	66	21	33	51	5						219	29,294	6,415,469
WHITE MALE	1	16	52	40	54	120	14	5	3	1			306	35,876	10,977,942
TOTAL	1	69	133	66	92	182	20	5	3	1			572	32,751	18,733,619

ORANGE COAST COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE					1								1	4.30	42.0
WHITE FEMALE					2	2	1						5	21.70	46.4
WHITE MALE			1		5	6	2	2	1				17	73.90	47.4
TOTAL			1		8	8	3	2	1				23	99.90	46.9
FACULTY															
MINORITY FEMALE		1		3		2	1						7	2.20	40.3
MINORITY MALE				3	3	2	3		2				13	4.10	47.2
WHITE FEMALE		1	7	18	31	17	6	9	9		1		99	31.30	45.2
WHITE MALE		1	6	22	46	39	41	27	14		1		197	62.30	47.8
TOTAL		3	13	46	80	60	51	36	25		2		316	99.90	46.8
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		3	2	4	3	1	2	1	1				17	65.30	40.4
WHITE MALE	1		2	4				1	1				9	34.60	39.1
TOTAL	1	3	4	8	3	1	2	2	2				26	99.90	39.9
SECTY/CLERICAL															
MINORITY FEMALE		1	1	1	2	2	1	1					9	10.40	42.4
MINORITY MALE															
WHITE FEMALE	2	4	1	5	9	11	14	13	10	1			70	81.30	49.0
WHITE MALE	1	2	2				1	1					7	8.10	35.7
TOTAL	3	7	4	6	11	13	16	15	10	1			86	99.80	47.2
TECH/PARAPROF															
MINORITY FEMALE								1					1	3.80	58.0
MINORITY MALE			1						1				2	7.60	48.0
WHITE FEMALE			3	4	1	1	1	1					11	42.30	39.5
WHITE MALE		1	3	2	2	1	1	1	1				12	46.10	41.3
TOTAL		1	7	6	3	2	2	3	2				26	99.80	41.7
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				2						1			3	14.20	46.0
WHITE FEMALE							1					1	2	9.50	68.5
WHITE MALE	1	4			3	6	2						16	76.10	40.6
TOTAL	1	4		2	3	6	3			1		1	21	99.80	44.0
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE	1	1	1	2		2	3	1					11	14.80	42.1
WHITE FEMALE		1	1	1	3	3	3	3					15	20.20	46.5
WHITE MALE	1	9	4	13	5	5	4	2	3	2			48	64.80	40.8
TOTAL	2	11	6	16	8	10	10	6	3	2			74	99.80	42.2
GRAND TOTAL															
MINORITY FEMALE		2	1	4	2	4	2	2					17	2.90	42.5
MINORITY MALE	1	1	2	7	4	4	6	1	3	1			30	5.20	45.1
WHITE FEMALE	2	9	14	32	49	35	28	27	20	1	1	1	219	38.20	46.1
WHITE MALE	4	17	18	41	61	57	51	34	20	2	1		306	53.40	45.5
TOTAL	7	29	35	84	116	100	87	64	43	4	2	1	572	99.70	45.6

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
● No full-time person was hired	0	0	0	0
● None was promoted	0	0	0	0
● Fall 1985: 12 positions were reported filled in Executive/Administrative/Managerial	0	25%	17%	58%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
● 6 full-time faculty were hired	17%	0	33%	50%
● None was promoted	0	0	0	0
● Fall 1985: 56 positions were reported filled in Faculty	9%	29%	18%	45%
▸ 4% of the persons in this position category were 60 years of age or older.				
Professional/Non-Faculty				
● No full-time person was hired	0	0	0	0
● None was promoted	0	0	0	0
● Fall 1985: 2 positions were reported filled in Professional/Non-Faculty	0	50%	50%	0
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
● 16 full-time persons were hired	13%	25%	31%	31%
● None was promoted	0	0	0	0
● Fall 1985: 147 positions were reported filled college-wide	12%	39%	16%	33%

- Reported in the two lowest salary ranges were:
  68% of all females and, of these, 24% were minority females
  42% of all males and, of these, 30% were minority males

- 44% of all full-time females employed by the college were in the secretarial/clerical position category; 33% of these were filled by minority females

- 24% of all full-time males employed by the college were in the service/maintenance position category; 29% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $738 or 4%

- In the skilled crafts position category, white males filled 100% of the positions

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CHANCELLOR'S OFFICE
CALIFORNIA COMMUNITY COLLEGES
STAFF DATA SYSTEM

OXNARD COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	4	3	1	2	1			1							
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	12	9	3	7	3			2							
FACULTY															
1983-85 SEPARATIONS	14	10	4	9	4	1									
1983-85 NEW HIRES	6	5	1	3		2	1								
1983-85 PROMOTIONS															
1985 REPORTED STAFF	56	35	21	25	16	3	2	7	3						
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	2	1	1		1			1							
SECTY/CLERICAL															
1983-85 SEPARATIONS	8		8		8										
1983-85 NEW HIRES	4	1	3		3			1							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	34	1	33		22		3	1	6		2				
TECH/PARAPROF															
1983-85 SEPARATIONS	5	4	1	1	1	2		1							
1983-85 NEW HIRES	3	2	1	1	1			1							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	15	6	9	2	9			4							
SKILLED CRAFTS															
1983-85 SEPARATIONS	2		2		2										
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	3	3		3											
SERVICE/MAINT															
1983-85 SEPARATIONS	7	6	1	3				3	1						
1983-85 NEW HIRES	3	2	1	1					1					1	
1983-85 PROMOTIONS															
1985 REPORTED STAFF	25	17	8	12	7			2	1					3	
GRAND TOTAL															
1983-85 SEPARATIONS	40	23	17	15	16	3		5	1						
1983-85 NEW HIRES	16	10	6	5	4	2	1	2	1					1	
1983-85 PROMOTIONS															
1985 REPORTED STAFF	147	72	75	49	58	3	5	17	10		2			3	

OXNARD COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN. SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE						1		1					2	49,539	99,077
WHITE FEMALE				1		1		1					3	42,735	128,204
WHITE MALE					1		2	3	1				7	52,025	364,175
TOTAL				1	1	2	2	5	1				12	49,288	591,456
FACULTY															
MINORITY FEMALE				2	2	1							5	34,761	173,805
MINORITY MALE				1	4	5							10	39,379	393,788
WHITE FEMALE				4	8	4							16	35,957	575,314
WHITE MALE			4	4	11	5	1						25	35,320	882,997
TOTAL			4	11	25	15	1						56	36,177	2,025,904
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE					1								1	33,658	33,658
WHITE FEMALE			1										1	19,673	19,673
WHITE MALE															
TOTAL			1		1								2	26,666	53,331
SECTY/CLERICAL															
MINORITY FEMALE		8	3										11	18,026	198,291
MINORITY MALE		1											1	13,764	13,764
WHITE FEMALE		16	6										22	17,498	384,963
WHITE MALE															
TOTAL		25	9										34	17,559	597,018
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE			4										4	20,829	83,316
WHITE FEMALE		2	7										9	18,791	169,118
WHITE MALE		1	1										2	16,930	33,860
TOTAL		3	12										15	19,086	285,294
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE			3										3	22,806	68,417
TOTAL			3										3	22,806	68,417
SERVICE/MAINT															
MINORITY FEMALE		1											1	14,520	14,520
MINORITY MALE		3	1	1									5	19,763	98,817
WHITE FEMALE		3	4										7	19,803	138,621
WHITE MALE		7	5										12	19,474	233,690
TOTAL		14	10	1									25	19,426	485,648
GRAND TOTAL															
MINORITY FEMALE		9	3	2	2	1							17	22,742	386,616
MINORITY MALE		4	5	2	5	6		1					23	31,410	722,420
WHITE FEMALE		21	18	5	8	5		1					58	24,412	1,415,893
WHITE MALE		8	13	4	12	5	3	3	1				49	32,309	1,583,139
TOTAL		42	39	13	27	17	3	5	1				147	27,946	4,108,068

OXNARD COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE						1	1						2	16.60	47.5
WHITE FEMALE					2	1							3	25.00	44.0
WHITE MALE						3	2	2					7	58.30	50.6
TOTAL					2	5	3	2					12	99.90	48.4
FACULTY															
MINORITY FEMALE			1	2	1	1							5	8.90	39.0
MINORITY MALE				4	3			2		1			10	17.80	46.2
WHITE FEMALE			1	5	5	3	2						16	28.50	42.0
WHITE MALE			5	2	4	6	2	5	1				25	44.60	45.2
TOTAL			7	13	13	10	4	7	1	1			56	99.80	43.9
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE								1					1	50.00	59.0
WHITE FEMALE							1						1	50.00	53.0
WHITE MALE															
TOTAL							1	1					2	100.00	56.0
SECTY/CLERICAL															
MINORITY FEMALE			2	3	1	2	1		2				11	32.30	43.2
MINORITY MALE				1									1	2.90	37.0
WHITE FEMALE	1		3	2	3	7	2	2	2				22	64.70	44.5
WHITE MALE															
TOTAL	1		5	6	4	9	3	2	4				34	99.90	43.8
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE			2	2									4	26.60	35.3
WHITE FEMALE				1	3	1	2	1		1			9	60.00	48.3
WHITE MALE	1					1							2	13.30	34.5
TOTAL	1		2	3	3	2	2	1		1			15	99.90	43.0
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE							1	1	1				3	100.00	56.3
TOTAL							1	1	1				3	100.00	56.3
SERVICE/MAINT															
MINORITY FEMALE			1										1	4.00	34.0
MINORITY MALE			1		1		3						5	20.00	45.6
WHITE FEMALE		1	1			1	2	2					7	28.00	45.7
WHITE MALE		2	2	2		1		3	1	1			12	48.00	44.4
TOTAL		3	5	2	1	2	5	5	1	1			25	100.00	44.6
GRAND TOTAL															
MINORITY FEMALE			4	5	2	3	1		2				17	11.50	41.4
MINORITY MALE			3	7	4	1	4	3		1			23	15.60	44.4
WHITE FEMALE	1	1	5	8	13	13	9	5	2	1			58	39.40	44.7
WHITE MALE	1	2	7	4	4	11	5	11	3	1			49	33.30	46.0
TOTAL	2	3	19	24	23	28	19	19	7	3			147	99.80	44.7

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 3 full-time persons were hired	0	33%	0	67%
• 3 were promoted	0	33%	0	67%
• Fall 1985: 34 positions were reported filled in Executive/Administrative/Managerial	0	29%	9%	62%
▸ 15% of the persons in this position category were 60 years of age or older				
Faculty				
• 16 full-time faculty were hired	6%	50%	0	44%
• 1 was promoted	0	0	0	100%
• Fall 1985: 232 positions were reported filled in Faculty	4%	32%	6%	59%
▸ 8% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	0	0	0	100%
• 1 was promoted	0	0	0	100%
• Fall 1985: 5 positions were reported filled in Professional/Non-Faculty	0	40%	0	60%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 59 full-time persons were hired	8%	54%	3%	34%
• 68 were promoted	13%	59%	4%	24%
• Fall 1985: 469 positions were reported filled college-wide	7%	43%	6%	45%

- Reported in the two lowest salary ranges were:
  30% of all females and, of these, 15% were minority females
  9% of all males and, of these, 19% were minority males

- 40% of all full-time females employed by the college were in the secretarial/clerical position category; 17% of these were filled by minority females

- 7% of all full-time males employed by the college were in the service/maintenance position category; 18% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $2,792 or 14%

- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 25%

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                                    S T A F F   D A T A   S Y S T E M

PALOMAR COLLEGE
                                             FULL TIME EMPLOYEES
                     1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

   POSITION                TOTAL                     NON - HISPANIC                    ASIAN/PAC.                AMER IND/
   CATEGORY                POSI-   TOTAL   TOTAL     WHITE       BLACK      HISPANIC    ISLANDER    FILIPINO     AL NATIVE
                            TIONS   MALES FEMALES       M     F     M     F     M     F     M     F     M     F     M     F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS           4       2       2       2     2
  1983-85 NEW HIRES             3       2       1       2     1
  1983-85 PROMOTIONS            3       2       1       2     1
  1985 REPORTED STAFF          34      24      10      21    10     1           1           1

FACULTY
  1983-85 SEPARATIONS          33      20      13      19    11                 1     2
  1983-85 NEW HIRES            16       7       9       7     8                                                           1
  1983-85 PROMOTIONS            1       1               1
  1985 REPORTED STAFF         232     149      83     136    74     5     2     8     2           1                       4

PROF/NON-FACULTY
  1983-85 SEPARATIONS           1               1             1
  1983-85 NEW HIRES             1       1               1
  1983-85 PROMOTIONS            1       1               1
  1985 REPORTED STAFF           5       3       2       3     2

SECTY/CLERICAL
  1983-85 SEPARATIONS          15       1      14       1    12                       1           1
  1983-85 NEW HIRES            21       2      19       2    15                       2           1                       1
  1983-85 PROMOTIONS           31       1      30       1    24                       4                                   2
  1985 REPORTED STAFF         101       7      94       6    78                 1     9           2                       5

TECH/PARAPROF
  1983-85 SEPARATIONS          14       1      13            10                 1     2           1
  1983-85 NEW HIRES             9       4       5       4     5
  1983-85 PROMOTIONS           21       5      16       4    13                 1     1           2
  1985 REPORTED STAFF          72      28      44      24    36           1     4     4           3

SKILLED CRAFTS
  1983-85 SEPARATIONS           1       1               1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF           8       8               6                       1           1

SERVICE/MAINT
  1983-85 SEPARATIONS          15       8       7       8     7
  1983-85 NEW HIRES             9       6       3       4     3                 2
  1983-85 PROMOTIONS           11       9       2       7     2                 2
  1985 REPORTED STAFF          17      17              14                       3

GRAND TOTAL
  1983-85 SEPARATIONS          83      33      50      31    43                 2     5           2
  1983-85 NEW HIRES            59      22      37      20    32                 2     2           1                       2
  1983-85 PROMOTIONS           68      19      49      16    40                 3     5           2                       2
  1985 REPORTED STAFF         469     236     233     210   200     6     3    18    15     2     6                       9
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PALOMAR COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE						1	2						3	47,318	141,955
WHITE FEMALE				2	3	2	3						10	40,950	409,502
WHITE MALE		1		3	1	8	2	5	1				21	45,194	949,074
TOTAL		1		5	4	11	7	5	1				34	44,133	1,500,531
FACULTY															
MINORITY FEMALE				1	8								9	35,712	321,410
MINORITY MALE				1	8	3	1						13	38,219	496,852
WHITE FEMALE		1	5	7	42	19							74	36,462	2,698,207
WHITE MALE			2	12	81	39	2						136	38,196	5,194,678
TOTAL		1	7	21	139	61	3						232	37,548	8,711,147
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			2										2	21,878	43,756
WHITE MALE			1	1	1								3	28,413	85,240
TOTAL			3	1	1								5	25,799	128,996
SECTY/CLERICAL															
MINORITY FEMALE		8	8										16	19,668	314,683
MINORITY MALE			1										1	23,366	23,366
WHITE FEMALE	2	42	32	2									78	18,392	1,434,552
WHITE MALE	1	3	2										6	16,572	99,434
TOTAL	3	53	43	2									101	18,535	1,872,035
TECH/PARAPROF															
MINORITY FEMALE		3	4	1									8	21,054	168,432
MINORITY MALE		1	3										4	19,870	79,478
WHITE FEMALE		15	18	2	1								36	20,218	727,846
WHITE MALE		4	12	6	2								24	23,710	569,046
TOTAL		23	37	9	3								72	21,456	1,544,802
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1	1									2-	24,577	49,154
WHITE FEMALE															
WHITE MALE			5	1									6	25,106	150,638
TOTAL			6	2									8	24,974	199,792
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		3											3	15,562	46,685
WHITE FEMALE															
WHITE MALE		8	5	1									14	19,334	270,680
TOTAL		11	5	1									17	18,669	317,365
GRAND TOTAL															
MINORITY FEMALE		11	12	2	8								33	24,380	804,525
MINORITY MALE		4	5	2	8	4	3						26	32,211	837,490
WHITE FEMALE	2	58	57	13	46	21	3						200	26,569	5,313,863
WHITE MALE	1	16	27	24	85	47	4	5	1				210	34,851	7,318,790
TOTAL	3	89	101	41	147	72	10	5	1				469	30,436	14,274,668

PALOMAR COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE				1		1	1						3	8.80	46.0
WHITE FEMALE				2	3	1	2	1	1				10	29.40	47.0
WHITE MALE			2	1	3	2	8	1	3	1			21	61.70	49.4
TOTAL			2	4	6	4	11	2	4	1			34	99.90	48.4
FACULTY															
MINORITY FEMALE				4	2	1	1	1					9	3.80	43.2
MINORITY MALE				2	5	2	3		1				13	5.60	45.2
WHITE FEMALE			8	14	15	13	6	9	7	2			74	31.80	45.9
WHITE MALE		2	5	26	34	20	25	15	7	2			136	58.60	45.9
TOTAL		2	13	46	56	36	35	25	15	4			232	99.80	45.8
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1	1									2	40.00	33.5
WHITE MALE				1		1	1						3	60.00	45.7
TOTAL			1	2		1	1						5	100.00	40.8
SECTY/CLERICAL															
MINORITY FEMALE	1	2	3	1	1	3	1		4				16	15.80	43.4
MINORITY MALE			1										1	.90	32.0
WHITE FEMALE	1	4	9	15	15	8	9	9	8				78	77.20	44.4
WHITE MALE			1			1		3		1			6	5.90	53.3
TOTAL	2	6	14	16	16	12	10	12	12	1			101	99.80	44.6
TECH/PARAPROF															
MINORITY FEMALE			3	1		2		2					8	11.10	42.1
MINORITY MALE			1	1	1	1							4	5.50	40.3
WHITE FEMALE			8	3	4	5	5	5	5	1			36	50.00	46.8
WHITE MALE	1	1	3	6	4	3	1	3	2				24	33.30	42.5
TOTAL	1	1	15	11	9	11	6	10	7	1			72	99.90	44.5
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				1				1					2	25.00	47.5
WHITE FEMALE															
WHITE MALE		1	2		2		1						6	75.00	37.7
TOTAL		1	2	1	2		1	1					8	100.00	40.1
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE			1	1	1								3	17.60	35.0
WHITE FEMALE															
WHITE MALE	1		3	5	1	2		2					14	82.30	39.4
TOTAL	1		4	6	2	2		2					17	99.90	38.6
GRAND TOTAL															
MINORITY FEMALE	1	2	6	6	3	6	2	3	4				33	7.00	43.1
MINORITY MALE			3	6	7	4	4	1	1				26	5.50	43.0
WHITE FEMALE	1	4	26	35	37	27	22	24	21	3			200	42.60	45.4
WHITE MALE	2	4	16	39	44	29	36	24	12	4			210	44.70	45.4
TOTAL	4	10	51	86	91	66	64	52	38	7			469	99.80	45.1

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	0	50%	0	50%
• None was promoted	0	0	0	0
• Fall 1985: 4 positions were reported filled in Executive/Administrative/Managerial	0	25%	0	75%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 1 full-time faculty was hired	0	0	0	100%
• None was promoted	0	0	0	0
• Fall 1985: 12 positions were reported filled in Faculty	8%	42%	0	50%
▸ 25% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 1 position was reported filled in Professional/Non-Faculty	0	0	0	100%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 10 full-time persons were hired	20%	40%	10%	30%
• None was promoted	0	0	0	0
• Fall 1985: 30 positions were reported filled college-wide	17%	47%	3%	33%

- Reported in the two lowest salary ranges were:
  63% of all females and, of these, 42% were minority females
  9% of all males and, of these, 100% were minority males

- 37% of all full-time females employed by the college were in the secretarial/clerical position category; 14% of these were filled by minority females

- 9% of all full-time males employed by the college were in the service/maintenance position category; 100% of these were filled by minority males

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AASTFHPS/STFHPS                        C H A N C E L L O R ' S   O F F I C E                              12/03/86
                               C A L I F O R N I A   C O M M U N I T Y   C O L L E G E S                  17:19:44
                                             S T A F F   D A T A   S Y S T E M
PALO VERDE COLLEGE
                                                   FULL TIME EMPLOYEES
                        1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

    POSITION               TOTAL                              NON - HISPANIC                         ASIAN/PAC.                 AMER IND/
    CATEGORY               POSI-   TOTAL  TOTAL            WHITE          BLACK          HISPANIC     ISLANDER     FILIPINO     AL NATIVE
                           TIONS   MALES  FEMALES         M       F       M       F       M       F    M       F    M       F    M     F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS          2             2                    2
  1983-85 NEW HIRES            2       1     1            1       1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF          4       3     1            3       1

FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES            1       1                  1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         12       6     6            6       5               1

PROF/NON-FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF          1       1                  1

SECTY/CLERICAL
  1983-85 SEPARATIONS          3             3                    3
  1983-85 NEW HIRES            2             2                    2
  1983-85 PROMOTIONS
  1985 REPORTED STAFF          7             7                    6                               1

TECH/PARAPROF
  1983-85 SEPARATIONS          2             2                    2
  1983-85 NEW HIRES            1             1                    1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF          4             4                    2                               2

SKILLED CRAFTS
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

SERVICE/MAINT
  1983-85 SEPARATIONS          3       3                  3
  1983-85 NEW HIRES            4       2     2            1                               1       2
  1983-85 PROMOTIONS
  1985 REPORTED STAFF          2       1     1                                            1       1

GRAND TOTAL
  1983-85 SEPARATIONS         10       3     7            3       7
  1983-85 NEW HIRES           10       4     6            3       4                       1       2
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         30      11    19           10      14               1       1       4
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PALO VERDE COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				1									1	30,000	30,000
WHITE MALE					1	1	1						3	45,596	136,787
TOTAL				1	1	1	1						4	41,697	166,787
FACULTY															
MINORITY FEMALE	1												1	11,304	11,304
MINORITY MALE															
WHITE FEMALE			1	4									5	29,027	145,137
WHITE MALE			1	1	4								6	32,516	195,097
TOTAL	1		2	5	4								12	29,295	351,538
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE				1									1	29,600	29,600
TOTAL				1									1	29,600	29,600
SECTY/CLERICAL															
MINORITY FEMALE		1											1	15,510	15,510
MINORITY MALE															
WHITE FEMALE		5	1										6	15,647	93,884
WHITE MALE															
TOTAL		6	1										7	15,628	109,394
TECH/PARAPROF															
MINORITY FEMALE	1	1											2	10,467	20,934
MINORITY MALE															
WHITE FEMALE	1	1											2	13,014	26,028
WHITE MALE															
TOTAL	2	2											4	11,741	46,962
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE	1												1	9,252	9,252
MINORITY MALE		1											1	14,628	14,628
WHITE FEMALE															
WHITE MALE															
TOTAL	1	1											2	11,940	23,880
GRAND TOTAL															
MINORITY FEMALE	3	2											5	11,400	57,000
MINORITY MALE		1											1	14,628	14,628
WHITE FEMALE	1	6	2	5									14	21,075	295,049
WHITE MALE			1	2	5	1	1						10	36,148	361,484
TOTAL	4	9	3	7	5	1	1						30	24,272	728,161

PALO VERDE COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE								1					1	25.00	55.0
WHITE MALE					1		2						3	75.00	47.0
TOTAL					1		2	1					4	100.00	49.0
FACULTY															
MINORITY FEMALE							1						1	8.30	52.0
MINORITY MALE															
WHITE FEMALE			1	1				1	2				5	41.60	51.4
WHITE MALE			1		1	1	1	1	1				6	50.00	49.0
TOTAL			2	1	1	1	2	2	3				12	99.90	50.3
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE					1								1	100.00	41.0
TOTAL					1								1	100.00	41.0
SECTY/CLERICAL															
MINORITY FEMALE		1											1	14.20	29.0
MINORITY MALE															
WHITE FEMALE		1	1		2		1		1				6	85.70	41.8
WHITE MALE															
TOTAL		2	1		2		1		1				7	99.90	40.0
TECH/PARAPROF															
MINORITY FEMALE			2										2	50.00	30.5
MINORITY MALE															
WHITE FEMALE			1	1									2	50.00	35.0
WHITE MALE															
TOTAL			3	1									4	100.00	32.8
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE							1						1	50.00	54.0
MINORITY MALE						1							1	50.00	47.0
WHITE FEMALE															
WHITE MALE															
TOTAL						1	1						2	100.00	50.5
GRAND TOTAL															
MINORITY FEMALE		1	2				2						5	16.60	39.2
MINORITY MALE						1							1	3.30	47.0
WHITE FEMALE		1	3	2	2		1	2	3				14	46.60	45.2
WHITE MALE			1		3	1	3	1	1				10	33.30	47.6
TOTAL		2	6	2	5	2	6	3	4				30	99.80	45.1

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 8 full-time persons were hired	0	0	0	100%
• 7 were promoted	0	29%	29%	43%
• Fall 1985: 43 positions were reported filled in Executive/Administrative/Managerial	9%	21%	16%	53%
▸ 9% of the persons in this position category were 60 years of age or older				
Faculty				
• 25 full-time faculty were hired	4%	48%	8%	40%
• 4 were promoted	0	0	25%	75%
• Fall 1985: 289 positions were reported filled in Faculty	9%	31%	10%	51%
▸ 15% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 5 full-time persons were hired	40%	40%	20%	0
• None was promoted	0	0	0	0
• Fall 1985: 27 positions were reported filled in Professional/Non-Faculty	19%	26%	22%	33%
▸ 11% of the persons in this position category were 60 years of age or older				
College-Wide				
• 102 full-time persons were hired	19%	37%	16%	28%
• 20 were promoted	5%	30%	15%	50%
• Fall 1985: 650 positions were reported filled college-wide	14%	34%	13%	39%

▸ Reported in the two lowest salary ranges were:
58% of all females and, of these, 36% were minority females.
30% of all males and, of these, 46% were minority males.

▸ 42% of all full-time females employed by the college were in the secretarial/clerical position category; 31% of these were filled by minority females

▸ 17% of all full-time males employed by the college were in the service/maintenance position category; 57% of these were filled by minority males

▸ In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $2,230 or 10%

▸ In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 22%

AASTFHPS/STFHPS

CHANCELLOR'S OFFICE
CALIFORNIA COMMUNITY COLLEGES
STAFF DATA SYSTEM

12/03/86
17:19:44

PASADENA CITY COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION·CATEGORY

POSITION CATEGORY	TOTAL POSI- TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/ AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	7	6	1	6	1										
1983-85 NEW HIRES	8	8		8											
1983-85 PROMOTIONS	7	5	2	3	2	2									
1985 REPORTED STAFF	43	30	13	23	9	6	2	1			2				
FACULTY															
1983-85 SEPARATIONS	51	38	21	28	17		2		2	2					
1983-85 NEW HIRES	25	12	13	10	12		1	1		1					
1983-85 PROMOTIONS	4	4		3										1	
1985 REPORTED STAFF	289	174	115	146	90	8	13	12	5	4	6		1	4	
PROF/NON-FACULTY															
1983-85 SEPARATIONS	8	3	5	3	4						1				
1983-85 NEW HIRES	5	1	4		2					1	2				
1983-85 PROMOTIONS															
1985 REPORTED STAFF	27	15	12	9	7	1	2	3	1	2	2				
SECTY/CLERICAL															
1983-85 SEPARATIONS	31		31		20		4		4		3				
1983-85 NEW HIRES	29	3	26	2	17		4	1	2		3				
1983-85 PROMOTIONS	3		3		2		1								
1985 REPORTED STAFF	140	9	131	7	90	1	20	1	17		4				
TECH/PARAPROF															
1983-85 SEPARATIONS	16	9	7	8	6				1	1					
1983-85 NEW HIRES	15	4	11	3	6	1	1		2		2				
1983-85 PROMOTIONS	2	2		2											
1985 REPORTED STAFF	55	31	24	25	16	3	3	2	2		3	1			
SKILLED CRAFTS															
1983-85 SEPARATIONS	7	7		3		2				1		1			
1983-85 NEW HIRES	2	2		2											
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	23	23		18		1		3		1					
SERVICE/MAINT															
1983-85 SEPARATIONS	21	19	2	6	1	9	1	3		1					
1983-85 NEW HIRES	18	15	3	4	1	7	1	1	1	3					
1983-85 PROMOTIONS	3	1	2	1	2										
1985 REPORTED STAFF	73	56	17	24	6	21	8	8	3	2		1			
GRAND TOTAL															
1983-85 SEPARATIONS	141	74	67	54	49	11	7	3	7	5	4	1			
1983-85 NEW HIRES	102	45	57	29	38	8	7	3	5	5	7				
1983-85 PROMOTIONS	20	13	7	10	6	2	1							1	
1985 REPORTED STAFF	650	338	312	252	218	41	48	30	28	9	17	2	1	4	

PASADENA CITY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE						2	2						4	48,381	193,525
MINORITY MALE				1		2	1	2	1				7	48,292	338,042
WHITE FEMALE				2	1	2	3	1					9	43,632	392,684
WHITE MALE					1	6	12	2	1		1		23	51,111	1,175,555
TOTAL				3	2	12	18	5	2		1		43	48,833	2,099,806
FACULTY															
MINORITY FEMALE		3	3	6	11	2							25	31,398	784,941
MINORITY MALE		1	5	6	9	7							28	33,699	943,555
WHITE FEMALE		5	9	21	31	24							90	33,959	3,056,349
WHITE MALE		1	7	23	45	69	1						146	37,740	5,510,[illegible]
TOTAL		10	24	56	96	102	1						289	35,622	10,294,877
PROF/NON-FACULTY															
MINORITY FEMALE			1	2	1		1						5	32,687	163,434
MINORITY MALE				1	1	4							6	40,640	243,837
WHITE FEMALE			1	2	2	2							7	34,747	243,231
WHITE MALE					3	1	4	1					9	45,749	411,739
TOTAL			2	5	7	7	5	1					27	39,342	1,062,241
SECTY/CLERICAL															
MINORITY FEMALE		32	9										41	17,990	737,607
MINORITY MALE		1	1										2	18,836	37,671
WHITE FEMALE		64	20	6									90	18,289	1,646,041
WHITE MALE		5	1	1									7	20,477	143,342
TOTAL		102	31	7									140	18,319	2,564,661
TECH/PARAPROF															
MINORITY FEMALE		2	5	1									8	21,940	175,519
MINORITY MALE		2	4										6	20,074	120,442
WHITE FEMALE		5	6	4	1								16	22,856	365,700
WHITE MALE		7	7	5	5	1							25	26,034	650,848
TOTAL		16	22	10	6	1							55	23,864	1,312,509
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			2	3									5	26,389	131,945
WHITE FEMALE															
WHITE MALE			7	11									18	26,103	469,860
TOTAL			9	14									23	26,165	601,805
SERVICE/MAINT															
MINORITY FEMALE		8	3										11	18,171	199,882
MINORITY MALE		26	5		1								32	18,569	594,217
WHITE FEMALE		2	3	1									6	21,898	131,389
WHITE MALE		13	8	3									24	20,446	490,697
TOTAL		49	19	4	1								73	19,400	1,416,185
GRAND TOTAL															
MINORITY FEMALE		45	21	9	12	4	3						94	23,988	2,254,908
MINORITY MALE		30	17	11	11	13	1	2	1				86	28,020	2,409,719
WHITE FEMALE		76	39	36	35	28	3	1					218	26,768	5,835,394
WHITE MALE		26	30	43	54	77	17	3	1		1		252	35,127	8,852,063
TOTAL		177	107	99	112	122	24	6	2		1		650	29,772	19,352,084

PASADENA CITY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE				1	1	1		1					4	9.30	45.0
MINORITY MALE					1	3	1	2					7	16.20	49.7
WHITE FEMALE			1		1	2	2	2	1				9	20.90	50.1
WHITE MALE			1	4	2	2	4	7	3				23	53.40	50.1
TOTAL			2	5	5	8	7	12	4				43	99.80	49.6
FACULTY															
MINORITY FEMALE			1	4	7	4	4	3	2				25	8.60	47.0
MINORITY MALE			2	2	5	8	6	1	4				28	9.60	48.2
WHITE FEMALE		3	2	10	15	19	20	8	12	1			90	31.10	48.4
WHITE MALE		2	3	11	27	27	27	24	22	3			146	50.50	49.9
TOTAL		5	8	27	54	58	57	36	40	4			289	99.80	49.0
PROF/NON-FACULTY															
MINORITY FEMALE		1	1	1	1		1						5	18.50	38.0
MINORITY MALE			1	2	2		1						6	22.20	40.8
WHITE FEMALE			1	3			1	2					7	25.90	42.6
WHITE MALE				1	2		3		3				9	33.30	52.4
TOTAL		1	3	7	5		6	2	3				27	99.90	44.6
SECTY/CLERICAL															
MINORITY FEMALE		4	9	7	9	3	6	2	1				41	29.20	40.9
MINORITY MALE			1		1								2	1.40	36.5
WHITE FEMALE		6	9	9	8	11	14	13	17	3			90	64.20	48.6
WHITE MALE		1	1	1	1	1		1			1		7	5.00	45.0
TOTAL		11	20	17	19	15	20	16	18	3	1		140	99.80	46.0
TECH/PARAPROF															
MINORITY FEMALE	1	1	1	1	2	1	1						8	14.50	38.5
MINORITY MALE		1		2		3							6	10.90	38.8
WHITE FEMALE		1	3	5		3	1	2	1				16	29.00	42.6
WHITE MALE		6	5	5	2	4	1		2				25	45.40	38.2
TOTAL	1	9	9	13	4	11	3	2	3				55	99.80	39.6
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				1		2		2					5	21.70	49.2
WHITE FEMALE															
WHITE MALE			3	2		2	4	4	2	1			18	78.20	49.1
TOTAL			3	3		4	4	6	2	1			23	99.90	49.1
SERVICE/MAINT															
MINORITY FEMALE	1	1	2		3	1		1	2				11	15.00	42.6
MINORITY MALE		1	4	4	6	6	5	5	1				32	43.80	44.7
WHITE FEMALE			1	1	1		3						6	8.20	44.2
WHITE MALE	1	1	3	3	2	4	3	5	1	1			24	32.80	45.5
TOTAL	2	3	10	8	12	11	11	11	4	1			73	99.80	44.6
GRAND TOTAL															
MINORITY FEMALE	2	7	14	14	23	10	12	7	5				94	14.40	42.5
MINORITY MALE		2	8	11	15	22	13	10	5				86	13.20	45.6
WHITE FEMALE		10	17	28	25	35	41	27	31	4			218	33.50	47.8
WHITE MALE	1	10	16	27	36	40	42	41	33	5	1		252	38.70	48.2
TOTAL	3	29	55	80	99	107	108	85	74	9	1		650	99.80	46.9

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 1 full-time person was hired	0	100%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 4 positions were reported filled in Executive/Administrative/Managerial	0	25%	50%	25%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 7 full-time faculty were hired	14%	57%	0	29%
• 1 was promoted	0	0	0	100%
• Fall 1985: 41 positions were reported filled in Faculty	5%	32%	5%	59%
▸ None of the persons in this position category was 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 10 positions were reported filled in Professional/Non-Faculty	10%	20%	0	70%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 13 full-time persons were hired	8%	62%	8%	23%
• 8 were promoted	25%	50%	0	25%
• Fall 1985: 85 positions were reported filled college-wide	7%	36%	12%	45%

- Reported in the two lowest salary ranges were:
  35% of all females and, of these, 15% were minority females.
  17% of all males and, of these, 50% were minority males.

- 30% of all full-time females employed by the college were in the secretarial/clerical position category; 9% of these were filled by minority females

- 15% of all full-time males employed by the college were in the service/maintenance position category; 71% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $677 or 3%.

- In the skilled crafts position category, white males filled 100% of the positions

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PORTERVILLE COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M		NON - HISPANIC BLACK M		HISPANIC M		ASIAN/PAC. ISLANDER M		FILIPINO M		AMER IND/AL NATIVE M	
				M	F	M	F	M	F	M	F	M	F	M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	2	2		2											
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	4	3	1	1	1			2							
FACULTY															
1983-85 SEPARATIONS	14	9	5	8	4			1	1						
1983-85 NEW HIRES	7	2	5	2	4		1								
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	41	26	15	24	13		1	1	1					1	
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	10	7	3	7	2				1						
SECTY/CLERICAL															
1983-85 SEPARATIONS	2		2		2										
1983-85 NEW HIRES	2		2		2										
1983-85 PROMOTIONS	4		4		3				1						
1985 REPORTED STAFF	11		11		10				1						
TECH/PARAPROF															
1983-85 SEPARATIONS	3		3		1		1		1						
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS	3	1	2	1	1				1						
1985 REPORTED STAFF	10	3	7	2	5			1	2						
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	2	2		2											
SERVICE/MAINT															
1983-85 SEPARATIONS	1	1						1							
1983-85 NEW HIRES	2	2		1				1							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	7	7		2		1		4							
GRAND TOTAL															
1983-85 SEPARATIONS	22	12	10	10	7		1	2	2						
1983-85 NEW HIRES	13	4	9	3	8		1	1							
1983-85 PROMOTIONS	8	2	6	2	4				2						
1985 REPORTED STAFF	85	48	37	38	31	1	1	8	5					1	

PORTERVILLE COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE							1	1					2	56,159	112,318
WHITE FEMALE							1						1	50,661	50,661
WHITE MALE							1						1	52,402	52,402
TOTAL							3	1					4	53,845	215,331
FACULTY															
MINORITY FEMALE			2										2	22,086	44,172
MINORITY MALE				1	1								2	33,331	66,661
WHITE FEMALE			3	9	1								13	28,158	366,054
WHITE MALE		1		7	15	1							24	33,446	802,698
TOTAL		1	5	17	17	1							41	31,209	1,279,585
PROF/NON-FACULTY															
MINORITY FEMALE				1									1	28,293	28,293
MINORITY MALE															
WHITE FEMALE					2								2	36,490	72,979
WHITE MALE			2	2	3								7	29,832	208,827
TOTAL			2	3	5								10	31,010	310,099
SECTY/CLERICAL															
MINORITY FEMALE		1											1	14,614	14,614
MINORITY MALE															
WHITE FEMALE	1	8	1										10	16,439	164,393
WHITE MALE															
TOTAL	1	9	1										11	16,273	179,007
TECH/PARAPROF															
MINORITY FEMALE		1	1										2	17,074	34,148
MINORITY MALE			1										1	22,174	22,174
WHITE FEMALE		2	3										5	20,454	102,271
WHITE MALE		1	1										2	19,161	38,321
TOTAL		4	6										10	19,691	196,914
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE			2										2	20,293	40,585
TOTAL			2										2	20,293	40,585
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		4	1										5	16,757	83,783
WHITE FEMALE															
WHITE MALE		2											2	14,722	29,444
TOTAL		6	1										7	16,175	113,227
GRAND TOTAL															
MINORITY FEMALE		2	3	1									6	20,205	121,227
MINORITY MALE		4	2	1	1		1	1					10	28,494	284,936
WHITE FEMALE	1	10	7	9	3		1						31	24,399	756,353
WHITE MALE		4	5	9	18	1	1						38	30,849	1,172,277
TOTAL	1	20	17	20	22	1	3	1					85	27,468	2,334,798

PORTERVILLE COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE							2						2	50.00	51.5
WHITE FEMALE						1							1	25.00	45.0
WHITE MALE								1					1	25.00	59.0
TOTAL						1	2	1					4	100.00	51.8
FACULTY															
MINORITY FEMALE				1				1					2	4.80	48.0
MINORITY MALE					1		1						2	4.80	46.5
WHITE FEMALE		1	2	3	2	2	2	1					13	31.70	42.5
WHITE MALE			2	1	5	7	8	1					24	58.50	46.7
TOTAL		1	4	5	8	9	11	3					41	99.80	45.4
PROF/NON-FACULTY															
MINORITY FEMALE					1								1	10.00	41.0
MINORITY MALE															
WHITE FEMALE						1	1						2	20.00	49.5
WHITE MALE			1	1	2	1	1	1					7	70.00	43.7
TOTAL			1	1	3	2	2	1					10	100.00	44.6
SECTY/CLERICAL															
MINORITY FEMALE			1										1	9.00	33.0
MINORITY MALE															
WHITE FEMALE			3	2		3	2						10	90.90	41.5
WHITE MALE															
TOTAL			4	2		3	2						11	99.90	40.7
TECH/PARAPROF															
MINORITY FEMALE			1	1									2	20.00	35.0
MINORITY MALE							1						1	10.00	51.0
WHITE FEMALE			3		1		1						5	50.00	38.2
WHITE MALE				2									2	20.00	36.0
TOTAL			4	3	1		2						10	100.00	38.4
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE		1						1					2	100.00	42.5
TOTAL		1						1					2	100.00	42.5
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE			1	2	1	1							5	71.40	39.0
WHITE FEMALE															
WHITE MALE					1		1						2	28.50	46.5
TOTAL			1	2	2	1	1						7	99.90	41.1
GRAND TOTAL															
MINORITY FEMALE			2	2	1			1					6	7.30	40.0
MINORITY MALE			1	2	2	1	4						10	11.70	44.2
WHITE FEMALE		1	8	5	3	7	6	1					31	36.40	42.0
WHITE MALE		1	3	4	8	8	10	4					38	44.70	45.7
TOTAL		2	14	13	14	16	20	6					85	99.80	43.8

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 1 full-time person was hired	0	0	0	100%
• None was promoted	0	0	0	0
• Fall 1985: 37 positions were reported filled in Executive/Administrative/Managerial	3%	22%	22%	54%
▸ 5% of the persons in this position category were 60 years of age or older				
Faculty				
• 16 full-time faculty were hired	19%	37%	0	44%
• None was promoted	0	0	0	0
• Fall 1985: 240 positions were reported filled in Faculty	7%	32%	10%	51%
▸ 10% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	0	0	100%	0
• 1 was promoted	100%	0	0	0
• Fall 1985: 20 positions were reported filled in Professional/Non-Faculty	15%	55%	10%	20%
▸ 10% of the persons in this position category were 60 years of age or older				
College-Wide				
• 44 full-time persons were hired	11%	39%	23%	27%
• 11 were promoted	55%	45%	0	0
• Fall 1985: 600 positions were reported filled college-wide	14%	38%	15%	33%

- Reported in the two lowest salary ranges were:
  29% of all females and, of these, 36% were minority females
  14% of all males and, of these, 68% were minority males
- 47% of all full-time females employed by the college were in the secretarial/clerical position category; 30% of these were filled by minority females
- 22% of all full-time males employed by the college were in the service/maintenance position category; 56% of these were filled by minority males
- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $5,000or 26%
- In the skilled crafts position category, males fill 73% of the positions and, of these, minority males filled 63%

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RANCHO SANTIAGO COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI- TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/ AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	5	1	4	1	3				1						
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	37	28	9	20	8	3	1	3						2	
FACULTY															
1983-85 SEPARATIONS	56	32	24	31	18		1	1	3		1				1
1983-85 NEW HIRES	16	7	9	7	6		1				2				
1983-85 PROMOTIONS															
1985 REPORTED STAFF	240	146	94	123	78	7	4	8	7	4	4	4	1		
PROF/NON-FACULTY															
1983-85 SEPARATIONS	4	2	2	2	1		1								
1983-85 NEW HIRES	1	1						1							
1983-85 PROMOTIONS	1		1						1						
1985 REPORTED STAFF	20	6	14	4	11			2	2		1				
SECTY/CLERICAL															
1983-85 SEPARATIONS	31	1	30	1	22		2		5		1				
1983-85 NEW HIRES	12	1	11	1	9				1		1				
1983-85 PROMOTIONS	7		7		2				4		1				
1985 REPORTED STAFF	152	5	147	3	103		6	1	29		8			1	1
TECH/PARAPROF															
1983-85 SEPARATIONS	17	8	9	6	7	1	1	1	1						
1983-85 NEW HIRES	5	3	2	1	2			1		1					
1983-85 PROMOTIONS	2		2		2										
1985 REPORTED STAFF	71	33	38	21	26	1	4	6	7	5	1				
SKILLED CRAFTS															
1983-85 SEPARATIONS	1	1								1					
1983-85 NEW HIRES	4	4		1		1				2					
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	11	8	3	3	2	2	1			3					
SERVICE/MAINT															
1983-85 SEPARATIONS	11	11		6		1		4							
1983-85 NEW HIRES	5	5		1				4							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	69	62	7	27	1	4	2	29	3	2	1				
GRAND TOTAL															
1983-85 SEPARATIONS	125	56	69	47	51	2	5	6	10	1	2				1
1983-85 NEW HIRES	44	22	22	12	17	1	1	6	1	3	3				
1983-85 PROMOTIONS	11		11		5				5		1				
1985 REPORTED STAFF	600	288	312	201	229	17	18	49	48	14	15	4	1	3	1

RANCHO SANTIAGO COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE							1						1	51,972	51,972
MINORITY MALE							1	7					8	55,145	441,156
WHITE FEMALE							3	5					8	54,462	435,696
WHITE MALE							4	10	4	2			20	58,108	1,162,162
TOTAL							9	22	4	2			37	56,513	2,090,986
FACULTY															
MINORITY FEMALE			2	5	2	7							16	35,955	575,281
MINORITY MALE				3	11	9							23	37,760	868,474
WHITE FEMALE			7	25	31	15							78	34,527	2,693,087
WHITE MALE	1		2	15	49	55	1						123	38,385	4,721,427
TOTAL	1		11	48	93	86	1						240	36,909	8,858,269
PROF/NON-FACULTY															
MINORITY FEMALE				2	1								3	32,248	96,744
MINORITY MALE				1	1								2	30,630	61,260
WHITE FEMALE			3	5	2	1							11	30,235	332,580
WHITE MALE			3		1								4	22,818	91,272
TOTAL			6	8	5	1							20	29,093	581,856
SECTY/CLERICAL															
MINORITY FEMALE	3	18	21	2									44	18,809	827,608
MINORITY MALE		1		1									2	23,228	46,456
WHITE FEMALE	5	43	52	2		1							103	19,429	2,001,190
WHITE MALE		1	1			1							3	26,479	79,436
TOTAL	8	63	74	5		2							152	19,439	2,954,690
TECH/PARAPROF															
MINORITY FEMALE	1	9	2										12	16,006	192,070
MINORITY MALE		6	4		2								12	21,851	262,209
WHITE FEMALE	1	9	13	1	2								26	20,727	538,892
WHITE MALE	2	1	11	2	2	2	1						21	25,599	537,576
TOTAL	4	25	30	3	6	2	1						71	21,560	1,530,747
SKILLED CRAFTS															
MINORITY FEMALE			1										1	20,280	20,280
MINORITY MALE		1	3		1								5	23,107	115,536
WHITE FEMALE		1	1										2	19,992	39,984
WHITE MALE		1	1		1								3	26,808	80,424
TOTAL		3	6		2								11	23,293	256,224
SERVICE/MAINT															
MINORITY FEMALE		2	4										6	18,784	112,704
MINORITY MALE	2	17	15	1									35	18,773	657,046
WHITE FEMALE			1										1	19,104	19,104
WHITE MALE	2	5	17	3									27	20,298	548,058
TOTAL	4	24	37	4									69	19,376	1,336,912
GRAND TOTAL															
MINORITY FEMALE	4	29	30	9	3	7	1						83	22,610	1,876,659
MINORITY MALE	2	25	22	6	15	9	1	7					87	28,185	2,452,137
WHITE FEMALE	6	53	77	33	35	17	3	5					229	26,465	6,060,533
WHITE MALE	5	8	35	20	53	58	6	10	4	2			201	35,922	7,220,355
TOTAL	17	115	164	68	106	91	11	22	4	2			600	29,349	17,609,684

RANCHO SANTIAGO COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE					1								1	2.70	44.0
MINORITY MALE				1	3	1	2	1					8	21.60	47.4
WHITE FEMALE				1	2	2	2		1				8	21.60	47.1
WHITE MALE				1	4	7	3	4	1				20	54.00	48.8
TOTAL				3	10	10	7	5	2				37	99.90	48.0
FACULTY															
MINORITY FEMALE		2	4	2	3	2	2		1				16	6.60	40.7
MINORITY MALE			1	4	7	6	2		2	1			23	9.50	46.2
WHITE FEMALE		3	7	14	18	14	7	7	6	2			78	32.50	45.3
WHITE MALE		2	6	18	22	17	24	23	9	2			123	51.20	47.9
TOTAL		7	18	38	50	39	35	30	18	5			240	99.80	46.4
PROF/NON-FACULTY															
MINORITY FEMALE			2	1									3	15.00	33.0
MINORITY MALE						1		1					2	10.00	50.5
WHITE FEMALE		1	1	2	2	1	2	1		1			11	55.00	44.6
WHITE MALE			1	1			1		1				4	20.00	44.5
TOTAL		1	4	4	2	2	3	2	1	1			20	100.00	43.5
SECTY/CLERICAL															
MINORITY FEMALE	5	12	11	6	7		1	1	1				44	28.90	33.6
MINORITY MALE				1		1							2	1.30	42.5
WHITE FEMALE	3	9	19	14	15	10	15	13	3	2			103	67.70	42.6
WHITE MALE	1			1	1								3	1.90	35.0
TOTAL	9	21	30	22	23	11	16	14	4	2			152	99.80	39.8
TECH/PARAPROF															
MINORITY FEMALE		2	5	1	2	1				1			12	16.90	37.3
MINORITY MALE		3	3	1	1	1		2	1				12	16.90	40.3
WHITE FEMALE		3	3	6	4	4	3	2	1				26	36.60	42.2
WHITE MALE		3	3	6	2	4		1	1	1			21	29.50	40.9
TOTAL		11	14	14	9	10	3	5	3	2			71	99.90	40.6
SKILLED CRAFTS															
MINORITY FEMALE					1								1	9.00	42.0
MINORITY MALE		1	1		1	1				1			5	45.40	43.2
WHITE FEMALE				1		1							2	18.10	42.5
WHITE MALE		2						1					3	27.20	36.7
TOTAL		3	1	1	2	2		1		1			11	99.70	41.2
SERVICE/MAINT															
MINORITY FEMALE			2		1		3						6	8.60	43.7
MINORITY MALE	1	5	2	11	7	4	2	1	2				35	50.70	40.1
WHITE FEMALE					1								1	1.40	44.0
WHITE MALE		2	4	3	4	4	4	4	1	1			27	39.10	44.7
TOTAL	1	7	8	14	13	8	9	5	3	1			69	99.80	42.2
GRAND TOTAL															
MINORITY FEMALE	5	16	24	10	15	3	6	1	2	1			83	13.80	36.4
MINORITY MALE	1	9	7	18	19	15	6	5	5	2			87	14.50	42.9
WHITE FEMALE	3	16	30	38	42	32	29	23	11	5			229	38.10	43.7
WHITE MALE	1	9	14	30	33	32	32	33	13	4			201	33.50	46.4
TOTAL	10	50	75	96	109	82	73	62	31	12			600	99.90	43.5

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 4 positions were reported filled in Executive/Administrative/Managerial	0	50%	25%	25%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 1 full-time faculty was hired	0	0	0	100%
• None was promoted	0	0	0	0
• Fall 1985: 22 positions were reported filled in Faculty	14%	50%	14%	23%
▸ 4% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: No position was reported filled in Professional/Non-Faculty	0	0	0	0
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 2 full-time persons were hired	0	0	0	100%
• 1 was promoted	0	100%	0	0
• Fall 1985: 54 positions were reported filled college-wide	31%	39%	11%	19%

- Reported in the two lowest salary ranges were:
  37% of all females and, of these, 71% were minority females
  19% of all males and, of these, 33% were minority males

- 39% of all full-time females employed by the college are in the secretarial/clerical position category; 53% of these were filled by minority females

- 31% of all full-time males employed by the college are in the service/maintenance position category; 40% of these were filled by minority males

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RANCHO SANTIAGO - CE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	1		1		1										
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	4	2	2	1	2	1									
FACULTY															
1983-85 SEPARATIONS	10	4	6	2	3			2	3						
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	22	8	14	5	11			3	1		2				
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
SECTY/CLERICAL															
1983-85 SEPARATIONS	8		8		5		1		2						
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	16	1	15	1	7		1		7						
TECH/PARAPROF															
1983-85 SEPARATIONS	8	1	7		1			1	5		1				
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	7		7		1		1		5						
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
SERVICE/MAINT															
1983-85 SEPARATIONS	4	4		3				1							
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	5	5		3				1		1					
GRAND TOTAL															
1983-85 SEPARATIONS	31	9	22	5	10		1	4	10		1				
1983-85 NEW HIRES	2	2		2											
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	54	16	38	10	21	1	2	4	13	1	2				

RANCHO SANTIAGO - CE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE									1				1	61,416	61,416
WHITE FEMALE							1	1					2	53,964	107,928
WHITE MALE								1					1	59,052	59,052
TOTAL							1	2	1				4	57,099	228,396
FACULTY															
MINORITY FEMALE				1	1	1							3	35,605	106,816
MINORITY MALE					3								3	37,006	111,017
WHITE FEMALE			1	5	2	3							11	33,368	367,049
WHITE MALE					5								5	37,088	185,440
TOTAL			1	6	11	4							22	35,015	770,322
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SECTY/CLERICAL															
MINORITY FEMALE	1	4	3										8	17,707	141,654
MINORITY MALE															
WHITE FEMALE	2	1	4										7	16,914	118,396
WHITE MALE			1										1	20,364	20,364
TOTAL	3	5	8										16	17,526	280,414
TECH/PARAPROF															
MINORITY FEMALE		5		1									6	17,859	107,152
MINORITY MALE															
WHITE FEMALE		1											1	17,220	17,220
WHITE MALE															
TOTAL		6		1									7	17,767	124,372
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		1	1										2	17,232	34,464
WHITE FEMALE															
WHITE MALE		2	1										3	17,640	52,920
TOTAL		3	2										5	17,477	87,384
GRAND TOTAL															
MINORITY FEMALE	1	9	3	2	1	1							17	20,919	355,622
MINORITY MALE		1	1		3				1				6	34,483	206,897
WHITE FEMALE	2	2	5	5	2	3	1	1					21	29,076	610,593
WHITE MALE		2	2		5			1					10	31,778	317,776
TOTAL	3	14	11	7	11	4	1	2	1				54	27,609	1,490,883

RANCHO SANTIAGO - CE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE							1						1	25.00	54.0
WHITE FEMALE				1		1							2	50.00	43.5
WHITE MALE						1							1	25.00	48.0
TOTAL				1		2	1						4	100.00	47.3
FACULTY															
MINORITY FEMALE			1			2							3	13.60	43.0
MINORITY MALE				2	1								3	13.60	39.3
WHITE FEMALE		1	1	1	4	2	1	1					11	50.00	42.5
WHITE MALE				2	1		1			1			5	22.70	46.8
TOTAL		1	2	5	6	4	2	1		1			22	99.90	43.1
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SECTY/CLERICAL															
MINORITY FEMALE		2		3	1		1	1					8	50.00	39.8
MINORITY MALE															
WHITE FEMALE			1	2	1	1		1		1			7	43.70	46.3
WHITE MALE					1								1	6.20	40.0
TOTAL		2	1	5	3	1	1	2		1			16	99.90	42.6
TECH/PARAPROF															
MINORITY FEMALE				1	2	1	2						6	85.70	44.8
MINORITY MALE															
WHITE FEMALE						1							1	14.20	47.0
WHITE MALE															
TOTAL				1	2	2	2						7	99.90	45.1
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE			2										2	40.00	33.0
WHITE FEMALE															
WHITE MALE				1	1		1						3	60.00	44.3
TOTAL			2	1	1		1						5	100.00	39.8
GRAND TOTAL															
MINORITY FEMALE		2	1	4	3	3	3	1					17	31.40	42.1
MINORITY MALE			2	2	1		1						6	11.10	39.7
WHITE FEMALE		1	2	4	5	5	1	2		1			21	38.80	44.1
WHITE MALE				3	3	1	2			1			10	18.50	45.5
TOTAL		3	5	13	12	9	7	3		2			54	99.80	43.2

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	0	50%	0	50%
• 10 were promoted	0	20%	0	80%
• Fall 1985: 20 positions were reported filled in Executive/Administrative/Managerial	0	15%	0	85%
▸ 5% of the persons in this position category were 60 years of age or older				
Faculty				
• 12 full-time faculty were hired	0	50%	0	50%
• 1 was promoted	0	0	0	100%
• Fall 1985: 91 positions were reported filled in Faculty	1%	26%	2%	70%
▸ 3% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 14 positions were reported filled in Professional/Non-Faculty	0	43%	0	57%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 54 full-time persons were hired	2%	59%	6%	33%
• 25 were promoted	4%	44%	0	52%
• Fall 1985: 259 positions were reported filled college-wide	3%	39%	3%	55%

- Reported in the two lowest salary ranges were:
  61% of all females and, of these, 12% were minority females
  26% of all males and, of these, 13% were minority males
- 50% of all full-time females employed by the college were in the secretarial/clerical position category; 9% of these were filled by minority females
- 17% of all full-time males employed by the college were in the service/maintenance position category; 12% of these were filled by minority males
- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $558 or 3%
- In the skilled crafts position category, males filled 92% of the positions and, of these, minority males filled 9%

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COLLEGE OF THE REDWOODS

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES	2	1	1	1	1										
1983-85 PROMOTIONS	10	8	2	8	2										
1985 REPORTED STAFF	20	17	3	17	3										
FACULTY															
1983-85 SEPARATIONS	25	13	12	13	10										2
1983-85 NEW HIRES	12	6	6	6	6										
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	91	66	25	64	24			1	1					1	
PROF/NON-FACULTY															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	14	8	6	8	6										
SECTY/CLERICAL															
1983-85 SEPARATIONS	20		20		18								1		1
1983-85 NEW HIRES	20		20		19										1
1983-85 PROMOTIONS	6		6		5										1
1985 REPORTED STAFF	56	1	55	1	50				1		1				3
TECH/PARAPROF															
1983-85 SEPARATIONS	12	7	5	6	5	1									
1983-85 NEW HIRES	10	6	4	6	4										
1983-85 PROMOTIONS	4	1	3	1	3										
1985 REPORTED STAFF	32	21	11	20	10			1							1
SKILLED CRAFTS															
1983-85 SEPARATIONS	2	2		1				1							
1983-85 NEW HIRES	2	2		1								1			
1983-85 PROMOTIONS															
1985 REPORTED STAFF	12	11	1	10	1							1			
SERVICE/MAINT															
1983-85 SEPARATIONS	14	11	3	11	2						1				
1983-85 NEW HIRES	8	6	2	4	2	1				1					
1983-85 PROMOTIONS	4	3	1	3	1										
1985 REPORTED STAFF	34	25	9	22	7	1		1	1	1					1
GRAND TOTAL															
1983-85 SEPARATIONS	75	35	40	33	35	1		1			1		1		3
1983-85 NEW HIRES	54	21	33	18	32	1				1		1			1
1983-85 PROMOTIONS	25	13	12	13	11										1
1985 REPORTED STAFF	259	149	110	142	101	1		3	3	1	1	1		1	5

COLLEGE OF THE REDWOODS

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE					2	1							3	41,483	124,450
WHITE MALE					5	5	6	1					17	44,901	763,323
TOTAL					7	6	6	1					20	44,389	887,773
FACULTY															
MINORITY FEMALE					1								1	38,160	38,160
MINORITY MALE					2								2	38,160	76,320
WHITE FEMALE				15	9								24	32,984	791,620
WHITE MALE			1	10	53								64	36,454	2,333,084
TOTAL			1	25	65								91	35,595	3,239,184
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				4	1	1							6	34,457	206,740
WHITE MALE					7	1							8	38,385	307,078
TOTAL				4	8	2							14	36,701	513,818
SECTY/CLERICAL															
MINORITY FEMALE		5											5	14,868	74,340
MINORITY MALE															
WHITE FEMALE	5	43	2										50	14,580	728,988
WHITE MALE		1											1	15,420	15,420
TOTAL	5	49	2										56	14,621	818,748
TECH/PARAPROF															
MINORITY FEMALE		1											1	15,060	15,060
MINORITY MALE		1											1	16,572	16,572
WHITE FEMALE		5	5										10	18,213	182,128
WHITE MALE		12	6	2									20	18,580	371,594
TOTAL		19	11	2									32	18,292	585,354
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE	1												1	2,016	2,016
WHITE FEMALE			1										1	20,652	20,652
WHITE MALE		2	8										10	20,172	201,720
TOTAL	1	2	9										12	18,699	224,388
SERVICE/MAINT															
MINORITY FEMALE	1	1											2	13,365	26,730
MINORITY MALE		3											3	14,544	43,632
WHITE FEMALE	3	3	1										7	13,590	95,130
WHITE MALE		18	3	1									22	16,849	370,678
TOTAL	4	25	4	1									34	15,770	536,170
GRAND TOTAL															
MINORITY FEMALE	1	7			1								9	17,143	154,290
MINORITY MALE	1	4			2								7	19,791	138,540
WHITE FEMALE	8	51	9	19	12	2							101	21,284	2,149,708
WHITE MALE		33	18	13	65	6	6	1					142	30,725	4,362,897
TOTAL	10	95	27	32	80	8	6	1					259	26,276	6,805,435

COLLEGE OF THE REDWOODS

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				2			1						3	15.00	41.3
WHITE MALE				1	4	2	5	4	1				17	85.00	49.7
TOTAL				3	4	2	6	4	1				20	100.00	48.5
FACULTY															
MINORITY FEMALE						1							1	1.00	49.0
MINORITY MALE					1	1							2	2.10	43.5
WHITE FEMALE			1	7	5	6	2	2	1				24	26.30	44.5
WHITE MALE		1	3	12	10	18	7	11	1	1			64	70.30	46.2
TOTAL		1	4	19	16	26	9	13	2	1			91	99.70	45.7
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1		1	2	1	1					6	42.80	46.2
WHITE MALE				2	3	1	2						8	57.10	43.4
TOTAL			1	2	4	3	3	1					14	99.90	44.6
SECTY/CLERICAL															
MINORITY FEMALE		2	2				1						5	8.90	33.8
MINORITY MALE															
WHITE FEMALE	1	6	5	15	9	7	4	2	1				50	89.20	39.8
WHITE MALE			1										1	1.70	32.0
TOTAL	1	8	8	15	9	7	5	2	1				56	99.80	39.2
TECH/PARAPROF															
MINORITY FEMALE					1								1	3.10	40.0
MINORITY MALE				1									1	3.10	35.0
WHITE FEMALE		1	2		2	1		4					10	31.20	46.0
WHITE MALE		2	6	6	4	1				1			20	62.50	37.8
TOTAL		3	8	7	7	2		4		1			32	99.90	40.3
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1										1	8.30	30.0
WHITE FEMALE								1					1	8.30	55.0
WHITE MALE		1		1		1	3	1	2	1			10	83.30	51.8
TOTAL		1	1	1		1	3	2	2	1			12	99.90	50.3
SERVICE/MAINT															
MINORITY FEMALE				1	1								2	5.80	39.0
MINORITY MALE						2		1					3	8.80	49.7
WHITE FEMALE			1	5			1						7	20.50	37.7
WHITE MALE		1	2	2	4	4	3	4	1	1			22	64.70	47.0
TOTAL		1	3	8	5	6	4	5	1	1			34	99.80	44.9
GRAND TOTAL															
MINORITY FEMALE		2	2	1	2	1	1						9	3.40	37.3
MINORITY MALE			1	1	1	3		1					7	2.70	43.8
WHITE FEMALE	1	7	10	29	17	16	9	10	2				101	38.90	42.0
WHITE MALE		5	12	24	25	27	20	20	5	4			142	54.80	45.7
TOTAL	1	14	25	55	45	47	30	31	7	4			259	99.80	43.9

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 8 full-time persons were hired	0	50%	13%	37%
• None was promoted	0	0	0	0
• Fall 1985: 31 positions were reported filled in Executive/Administrative/Managerial	3%	23%	19%	55%
▸ 13% of the persons in this position category were 60 years of age or older				
Faculty				
• 5 full-time faculty were hired	20%	0	20%	60%
• None was promoted	0	0	0	0
• Fall 1985: 164 positions were reported filled in Faculty	8%	31%	7%	54%
▸ 14% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	0	100%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 17 positions were reported filled in Professional/Non-Faculty	24%	12%	29%	35%
▸ 18% of the persons in this position category were 60 years of age or older				
College-Wide				
• 42 full-time persons were hired	19%	50%	10%	21%
• 4 were promoted	50%	0	50%	0
• Fall 1985: 363 positions were reported filled college-wide	14%	35%	14%	37%

- Reported in the two lowest salary ranges are:
  56% of all females and, of these, 34% were minority females
  28% of all males and, of these, 55% are minority males.
- 41% of all full-time females employed by the college were in the secretarial/clerical position category; 36% of these were filled by minority females
- 14% of all full-time males employed by the college were in the service/maintenance position category, 68% of these were filled by minority males
- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $1,264 or 7%
- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 31%

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RIO HONDO COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	10	5	5	3	5			2							
1983-85 NEW HIRES	8	4	4	3	4			1							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	31	23	8	17	7			5		1					1
FACULTY															
1983-85 SEPARATIONS	30	14	16	12	14			2	2						
1983-85 NEW HIRES	5	4	1	3		1			1						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	164	100	64	88	51	2		7	8	3	3				2
PROF/NON-FACULTY															
1983-85 SEPARATIONS	1		1		1										
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	17	11	6	6	2			4	2	1	2				
SECTY/CLERICAL															
1983-85 SEPARATIONS	20	1	19	1	14				4		1				
1983-85 NEW HIRES	9		9		8				1						
1983-85 PROMOTIONS	2		2						2						
1985 REPORTED STAFF	76	3	73		47		1	3	23		2				
TECH/PARAPROF															
1983-85 SEPARATIONS	17	2	15		9			2	5		1				
1983-85 NEW HIRES	13	1	12	1	7		1		3		1				
1983-85 PROMOTIONS	1	1						1							
1985 REPORTED STAFF	34	9	25	5	18		1	2	6	1				1	
SKILLED CRAFTS															
1983-85 SEPARATIONS	3	3		1				1						1	
1983-85 NEW HIRES	2	2		1				1							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	13	13		9				4							
SERVICE/MAINT															
1983-85 SEPARATIONS	5	4	1	3	1			1							
1983-85 NEW HIRES	4	2	2	1	1			1	1						
1983-85 PROMOTIONS	1	1						1							
1985 REPORTED STAFF	28	25	3	8	2	1		15	1					1	
GRAND TOTAL															
1983-85 SEPARATIONS	86	29	57	20	44			8	11		2			1	
1983-85 NEW HIRES	42	13	29	9	21	1	1	3	6		1				
1983-85 PROMOTIONS	4	2	2					2	2						
1985 REPORTED STAFF	363	184	179	133	127	3	2	40	40	6	7			2	3

RIO HONDO COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE							1						1	51,478	51,478
MINORITY MALE				1	1	1	2	1					6	45,569	273,415
WHITE FEMALE				1		4	2						7	43,052	301,365
WHITE MALE			1	2	3	1	5	3	2				17	46,484	790,236
TOTAL			1	4	4	6	10	4	2				31	45,693	1,416,494
FACULTY															
MINORITY FEMALE				2	10	1							13	36,672	476,740
MINORITY MALE				1	7	4							12	37,357	448,278
WHITE FEMALE				4	25	22							51	38,122	1,944,235
WHITE MALE				9	34	45							88	38,364	3,376,024
TOTAL				16	76	72							164	38,081	6,245,277
PROF/NON-FACULTY															
MINORITY FEMALE				1	3								4	35,838	143,350
MINORITY MALE				2	1	2							5	36,799	183,996
WHITE FEMALE			1		1								2	29,516	59,032
WHITE MALE					1	5							6	42,150	252,899
TOTAL			1	3	6	7							17	37,605	639,277
SECTY/CLERICAL															
MINORITY FEMALE		24	2										26	16,787	436,473
MINORITY MALE		2	1										3	16,624	49,871
WHITE FEMALE		36	11										47	17,199	808,358
WHITE MALE															
TOTAL		62	14										76	17,036	1,294,702
TECH/PARAPROF															
MINORITY FEMALE		4	3										7	18,848	131,933
MINORITY MALE		1	3										4	20,658	82,631
WHITE FEMALE		11	6	1									18	18,786	338,150
WHITE MALE		3	2										5	19,596	97,979
TOTAL		19	14	1									34	19,138	650,693
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE		1	3										4	21,072	84,288
WHITE FEMALE															
WHITE MALE			9										9	23,363	210,264
TOTAL		1	12										13	22,658	294,552
SERVICE/MAINT															
MINORITY FEMALE		1											1	14,556	14,556
MINORITY MALE		15	2										17	17,896	304,225
WHITE FEMALE		2											2	14,974	29,948
WHITE MALE		7	1										8	18,015	144,119
TOTAL		25	3										28	17,602	492,848
GRAND TOTAL															
MINORITY FEMALE		29	5	3	13	1	1						52	24,126	1,254,530
MINORITY MALE		19	9	4	9	7	2	1					51	27,975	1,426,704
WHITE FEMALE		49	18	6	26	26	2						127	27,410	3,481,088
WHITE MALE		10	13	11	38	51	5	3	2				133	36,628	4,871,521
TOTAL		107	45	24	86	85	10	4	2				363	30,396	11,033,843

RIO HONDO COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE							1						1	3.20	52.0
MINORITY MALE				1	2	1			2				6	19.30	48.7
WHITE FEMALE			1	1	3	1			1				7	22.50	43.6
WHITE MALE			1	2	4	1	3	5	1				17	54.80	48.8
TOTAL			2	4	9	3	4	5	4				31	99.80	47.7
FACULTY															
MINORITY FEMALE				3	4	2	1	1	1	1			13	7.90	46.6
MINORITY MALE				1	5	1	3		1	1			12	7.30	48.3
WHITE FEMALE			1	7	6	8	8	14	5	2			51	31.00	50.8
WHITE MALE			1	14	13	18	14	15	8	3	1	1	88	53.60	49.4
TOTAL			2	25	28	29	26	30	15	7	1	1	164	99.80	49.5
PROF/NON-FACULTY															
MINORITY FEMALE			1	1	1			1					4	23.50	42.0
MINORITY MALE				2	2					1			5	29.40	43.8
WHITE FEMALE							1	1					2	11.70	53.0
WHITE MALE					1	1	1	1	2				6	35.20	53.2
TOTAL			1	3	4	1	2	3	2	1			17	99.80	47.8
SECTY/CLERICAL															
MINORITY FEMALE	1	5	8	4	1	4	1	2					26	34.20	36.8
MINORITY MALE		1	1					1					3	3.90	38.3
WHITE FEMALE		3	9	6	5	4	5	8	6	1			47	61.80	45.5
WHITE MALE															
TOTAL	1	9	18	18	6	8	6	11	6	1			76	99.90	42.2
TECH/PARAPROF															
MINORITY FEMALE		2	3	1					1				7	20.50	36.0
MINORITY MALE				1		3							4	11.70	45.3
WHITE FEMALE	2	1	3	6		2		2	2				18	52.90	40.6
WHITE MALE			1	3				1					5	14.70	40.0
TOTAL	2	3	7	11		5		3	3				34	99.80	40.1
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			3					1					4	30.70	37.3
WHITE FEMALE															
WHITE MALE					1	1	3	1	2	1			9	69.20	55.0
TOTAL			3		1	1	3	2	2	1			13	99.90	49.5
SERVICE/MAINT															
MINORITY FEMALE				1									1	3.50	35.0
MINORITY MALE		2	3	2	1	2		4	3				17	60.70	45.3
WHITE FEMALE						1			1				2	7.10	55.5
WHITE MALE		1	2	1	1		1	2					8	28.50	42.3
TOTAL		3	5	4	2	3	1	6	4				28	99.80	44.8
GRAND TOTAL															
MINORITY FEMALE	1	7	12	10	6	6	3	4	2	1			52	14.30	39.8
MINORITY MALE		3	7	7	10	7	3	6	6	2			51	14.00	45.2
WHITE FEMALE	2	4	14	20	14	16	14	25	15	3			127	34.90	47.1
WHITE MALE		1	5	20	20	21	22	25	13	4	1	1	133	36.60	49.1
TOTAL	3	15	38	57	50	50	42	60	36	10	1	1	363	99.80	46.5

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
- 9 full-time persons were hired	11%	33%	22%	33%
- 9 were promoted	11%	33%	22%	33%
- Fall 1985: 50 positions were reported filled in Executive/Administrative/Managerial	4%	34%	16%	46%
- 6% of the persons in this position category were 60 years of age or older				
Faculty				
- 15 full-time faculty were hired	20%	40%	7%	33%
- None was promoted	0	0	0	0
- Fall 1985: 143 positions were reported filled in Faculty	6%	32%	6%	56%
- 12% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
- 1 full-time person was hired	0	100%	0	0
- None was promoted	0	0	0	0
- Fall 1985: 18 positions were reported filled in Professional/Non-Faculty	6%	39%	17%	39%
- 5% of the persons in this position category were 60 years of age or older				
College-Wide				
- 65 full-time persons were hired	17%	46%	14%	23%
- 19 were promoted	11%	47%	16%	26%
- Fall 1985: 355 positions were reported filled college-wide	10%	36%	13%	41%

- Reported in the two lowest salary ranges are:
  34% of all females and, of these, 25% were minority females
  26% of all males and, of these, 51% were minority males

- 45% of all full-time females employed by the college were in the secretarial/clerical position category; 26% of these were filled by minority females

- 22% of all full-time males employed by the college were in the service/maintenance position category; 52% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $2,890 or 18%

- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 30%.

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RIVERSIDE CITY COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	10	5	5	5	4		1								
1983-85 NEW HIRES	9	5	4	3	3	1		1	1						
1983-85 PROMOTIONS	9	5	4	3	3		1	2							
1985 REPORTED STAFF	50	31	19	23	17	3	1	4	1	1					
FACULTY															
1983-85 SEPARATIONS	30	20	10	19	9		1	1							
1983-85 NEW HIRES	15	6	9	5	6		1		2	1					
1983-85 PROMOTIONS															
1985 REPORTED STAFF	143	88	55	80	46	2	3	3	4	2	2			1	
PROF/NON-FACULTY															
1983-85 SEPARATIONS	1		1								1				
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	18	10	8	7	7	1		2	1						
SECTY/CLERICAL															
1983-85 SEPARATIONS	20		20		15		3		2						
1983-85 NEW HIRES	25	1	24	1	19		1		3		1				
1983-85 PROMOTIONS	7		7		6				1						
1985 REPORTED STAFF	79	5	74	5	55		4		12		2		1		
TECH/PARAPROF															
1983-85 SEPARATIONS	5	4	1	3	1			1							
1983-85 NEW HIRES	2	2		1		1									
1983-85 PROMOTIONS	1	1						1							
1985 REPORTED STAFF	9	5	4	2	3	1	1	2							
SKILLED CRAFTS															
1983-85 SEPARATIONS	1	1				1									
1983-85 NEW HIRES	2	2		2											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	10	10		7				3							
SERVICE/MAINT															
1983-85 SEPARATIONS	11	10	1	7	1	2		1							
1983-85 NEW HIRES	11	8	3	3	1	5	1		1						
1983-85 PROMOTIONS	2	2		2											
1985 REPORTED STAFF	46	42	4	20	1	11	1	11	2						
GRAND TOTAL															
1983-85 SEPARATIONS	78	40	38	34	30	3	5	3	2		1				
1983-85 NEW HIRES	65	24	41	15	30	7	3	1	7	1	1				
1983-85 PROMOTIONS	19	8	11	5	9		1	3	1						
1985 REPORTED STAFF	355	191	164	144	129	18	10	25	20	3	4		1	1	

RIVERSIDE CITY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE				1			1						2	41,346	82,692
MINORITY MALE			3	2	1	1	1						8	32,734	261,874
WHITE FEMALE		1	3	5	3	2	3						17	34,070	579,191
WHITE MALE			4	3	1	1	6	3	4			1	23	46,380	1,066,742
TOTAL		1	10	11	5	4	11	3	4			1	50	39,810	1,990,499
FACULTY															
MINORITY FEMALE				2	7								9	34,734	312,604
MINORITY MALE				1	5	2							8	36,450	291,600
WHITE FEMALE			1	10	23	12							46	36,350	1,672,090
WHITE MALE			1	7	36	36							80	38,425	3,073,971
TOTAL			2	20	71	50							143	37,414	5,350,265
PROF/NON-FACULTY															
MINORITY FEMALE				1									1	29,933	29,933
MINORITY MALE					2	1							3	39,196	117,588
WHITE FEMALE		2		2	2	1							7	28,590	200,127
WHITE MALE				2		5							7	39,102	273,713
TOTAL		2		5	4	7							18	34,520	621,361
SECTY/CLERICAL															
MINORITY FEMALE	3	7	9										19	17,417	330,922
MINORITY MALE															
WHITE FEMALE	1	35	18	1									55	17,489	961,909
WHITE MALE		5											5	16,441	82,203
TOTAL	4	47	27	1									79	17,405	1,375,034
TECH/PARAPROF															
MINORITY FEMALE		1											1	12,720	12,720
MINORITY MALE		3											3	15,979	47,936
WHITE FEMALE		2	1										3	16,636	49,907
WHITE MALE			2										2	22,400	44,799
TOTAL		6	3										9	17,262	155,362
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			3										3	22,052	66,156
WHITE FEMALE															
WHITE MALE		1	6										7	20,616	144,311
TOTAL		1	9										10	21,047	210,467
SERVICE/MAINT															
MINORITY FEMALE	1	2											3	12,588	37,765
MINORITY MALE		22											22	15,970	351,339
WHITE FEMALE		1											1	17,256	17,256
WHITE MALE	1	17	2										20	16,422	328,430
TOTAL	2	42	2										46	15,974	734,790
GRAND TOTAL															
MINORITY FEMALE	4	10	9	4	7		1						35	23,047	806,636
MINORITY MALE		25	6	3	8	4	1						47	24,151	1,136,493
WHITE FEMALE	1	41	23	18	28	15	3						129	26,950	3,480,480
WHITE MALE	1	23	15	12	37	42	6	3	4			1	144	34,821	5,014,169
TOTAL	6	99	53	37	80	61	11	3	4			1	355	29,402	10,437,778

RIVERSIDE CITY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE					2								2	4.00	42.0
MINORITY MALE				4	2		1	1					8	16.00	41.9
WHITE FEMALE			1	6	3	1	4	2					17	34.00	44.4
WHITE MALE		1	2	2	5	2	4	4	2	1			23	46.00	47.9
TOTAL		1	3	12	12	3	9	7	2	1			50	100.00	45.5
FACULTY															
MINORITY FEMALE			1	1	2	2		2	1				9	6.20	46.6
MINORITY MALE			1			4	2	1					8	5.50	47.3
WHITE FEMALE		1	3	10	10	4	7	6	5				46	32.10	46.2
WHITE MALE			4	7	14	12	15	17	9	2			80	55.90	50.0
TOTAL		1	9	18	26	22	24	26	15	2			143	99.70	48.4
PROF/NON-FACULTY															
MINORITY FEMALE					1								1	5.50	42.0
MINORITY MALE						2		1					3	16.60	51.3
WHITE FEMALE		1		1		1	2	2					7	38.80	47.1
WHITE MALE				2		1		3	1				7	38.80	51.6
TOTAL		1		3	1	4	2	6	1				18	99.70	49.3
SECTY/CLERICAL															
MINORITY FEMALE	3	2	2	5	3	2		2					19	24.00	37.1
MINORITY MALE															
WHITE FEMALE	1	5	5	9	11	4	5	9	6				55	69.60	43.9
WHITE MALE			2	2				1					5	6.30	39.2
TOTAL	4	7	9	16	14	6	5	12	6				79	99.90	42.0
TECH/PARAPROF															
MINORITY FEMALE							1						1	11.10	50.0
MINORITY MALE		1		1			1						3	33.30	38.0
WHITE FEMALE			1				1		1				3	33.30	47.7
WHITE MALE			1						1				2	22.20	45.0
TOTAL		1	2	1			3		2				9	99.90	44.1
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE		1					2						3	30.00	43.7
WHITE FEMALE															
WHITE MALE		2				2		3					7	70.00	44.3
TOTAL		3				2	2	3					10	100.00	44.1
SERVICE/MAINT															
MINORITY FEMALE		2	1										3	6.50	28.7
MINORITY MALE	2	1	2	4		4	3	5	1				22	47.80	44.6
WHITE FEMALE						1							1	2.10	49.0
WHITE MALE			2	2	7	4	2	3					20	43.40	44.9
TOTAL	2	3	5	6	7	9	5	8	1				46	99.80	43.8
GRAND TOTAL															
MINORITY FEMALE	3	4	4	6	8	4	1	4	1				35	9.80	39.6
MINORITY MALE	2	3	3	9	2	10	9	8	1				47	13.20	44.6
WHITE FEMALE	1	7	10	26	24	11	19	19	12				129	36.30	45.1
WHITE MALE		3	11	15	26	21	21	31	13	3			144	40.50	48.3
TOTAL	6	17	28	56	60	46	50	62	27	3			355	99.80	45.8

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 3 full-time persons were hired	0	67%	0	33%
• 6 were promoted	0	33%	50%	17%
• Fall 1985 20 positions were reported filled in Executive/Administrative/Managerial	10%	25%	20%	45%
▸ 5% of the persons in this position category were 60 years of age or older				
Faculty				
• 7 full-time faculty were hired	0	57%	14%	29%
• None was promoted	0	0	0	0
• Fall 1985: 235 positions were reported filled in Faculty	9%	28%	9%	54%
▸ 11% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 22 positions were reported filled in Professional/Non-Faculty	27%	14%	23%	36%
▸ 14% of the persons in this position category were 60 years of age or older				
College-Wide				
• 33 full-time persons were hired	12%	42%	18%	27%
• 19 were promoted	16%	47%	32%	5%
• Fall 1985: 407 positions were reported filled college-wide	15%	29%	13%	43%

- Reported in the two lowest salary ranges are:
  30% of all females and, of these, 44% were minority females
  6% of all males and, of these, 31% were minority males

- 32% of all full-time females employed by the college were in the secretarial/clerical position category; 41% of these were filled by minority females

- 16% of all full-time males employed by the college were in the service/maintenance position category; 42% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $1,657 or 7%

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CHANCELLOR'S OFFICE
CALIFORNIA COMMUNITY COLLEGES
STAFF DATA SYSTEM

SACRAMENTO CITY COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE		NON - HISPANIC BLACK		HISPANIC		ASIAN/PAC. ISLANDER		FILIPINO		AMER IND/AL NATIVE	
				M	F	M	F	M	F	M	F	M	F	M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	6	3	3	3	3										
1983-85 NEW HIRES	3	1	2	1	2										
1983-85 PROMOTIONS	6	4	2	1	2	2		1							
1985 REPORTED STAFF	20	13	7	9	5	2	1	2			1				
FACULTY															
1983-85 SEPARATIONS	47	32	15	30	10		4		1					2	
1983-85 NEW HIRES	7	3	4	2	4									1	
1983-85 PROMOTIONS															
1985 REPORTED STAFF	235	149	86	127	65	7	6	8	5	6	10			1	
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	22	13	9	8	3	2	4	2	1		1			1	
SECTY/CLERICAL															
1983-85 SEPARATIONS	21	3	18	1	15	1			1	1	2				
1983-85 NEW HIRES	12	2	10	2	6		1		3						
1983-85 PROMOTIONS	10		10		7				1		2				
1985 REPORTED STAFF	63	5	58	4	34	1	8		11		5				
TECH/PARAPROF															
1983-85 SEPARATIONS	6		6		6										
1983-85 NEW HIRES	3	3		2		1									
1983-85 PROMOTIONS															
1985 REPORTED STAFF	21	12	9	7	3	5	1				5				
SKILLED CRAFTS															
1983-85 SEPARATIONS	1		1						1						
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
SERVICE/MAINT															
1983-85 SEPARATIONS	7	7		6						1					
1983-85 NEW HIRES	8	6	2	2	2	2		1		1					
1983-85 PROMOTIONS	3	3						2		1					
1985 REPORTED STAFF	46	36	10	21	7	8	3	4		3					
GRAND TOTAL															
1983-85 SEPARATIONS	88	45	43	40	34	1	4		3	2	2			2	
1983-85 NEW HIRES	33	15	18	9	14	3	1	1	3	1				1	
1983-85 PROMOTIONS	19	7	12	1	9	2		3	1	1	2				
1985 REPORTED STAFF	407	228	179	176	117	25	23	16	17	9	22			2	

SACRAMENTO CITY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE						1	1						2	46,664	93,327
MINORITY MALE				1		1	1	1					4	44,753	179,011
WHITE FEMALE					1	1	2	1					5	47,466	237,330
WHITE MALE						2	5	2					9	50,437	453,936
TOTAL				1	1	5	9	4					20	48,180	963,604
FACULTY															
MINORITY FEMALE			2	6	13								21	33,982	713,621
MINORITY MALE			2	6	14								22	34,698	763,361
WHITE FEMALE	1		4	15	43	2							65	34,453	2,239,470
WHITE MALE		1	4	23	89	10							127	36,281	4,607,680
TOTAL	1	1	12	50	159	12							235	35,422	8,324,132
PROF/NON-FACULTY															
MINORITY FEMALE		1	1	2	2								6	29,332	175,992
MINORITY MALE					4	1							5	38,512	192,561
WHITE FEMALE					2	1							3	39,394	118,182
WHITE MALE					4	4							8	39,876	319,008
TOTAL		1	1	2	12	6							22	36,625	805,743
SECTY/CLERICAL															
MINORITY FEMALE	1	22	1										24	16,303	391,274
MINORITY MALE		1											1	17,585	17,585
WHITE FEMALE	1	24	7	2									34	18,027	612,920
WHITE MALE		2		1	1								4	23,036	92,144
TOTAL	2	49	8	3	1								63	17,681	1,113,923
TECH/PARAPROF															
MINORITY FEMALE			5	1									6	23,753	142,519
MINORITY MALE			4	1									5	23,482	117,411
WHITE FEMALE		1	2										3	19,946	59,837
WHITE MALE			5	1	1								7	24,612	172,282
TOTAL		1	16	3	1								21	23,431	492,049
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE			3										3	20,988	62,965
MINORITY MALE		3	11	1									15	21,158	317,363
WHITE FEMALE		3	3	1									7	20,206	141,445
WHITE MALE		6	15										21	20,470	429,853
TOTAL		12	32	2									46	20,688	951,636
GRAND TOTAL															
MINORITY FEMALE	1	23	12	9	15	1	1						62	25,479	1,579,698
MINORITY MALE		4	17	9	18	2	1	1					52	30,525	1,587,292
WHITE FEMALE	2	28	16	18	46	4	2	1					117	29,138	3,409,184
WHITE MALE		9	24	25	95	16	5	2					176	34,517	6,074,913
TOTAL	3	64	69	61	174	23	9	4					407	31,084	12,651,087

SACRAMENTO CITY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE								2					2	10.00	56.5
MINORITY MALE				1	1		2						4	20.00	46.3
WHITE FEMALE				1		2	1		1				5	25.00	48.6
WHITE MALE					5	1	2	1					9	45.00	46.6
TOTAL				2	6	3	5	3	1				20	100.00	48.0
FACULTY															
MINORITY FEMALE	1	1		5	4	3	4	2			1		21	8.90	45.0
MINORITY MALE		1		2	2	4	4	4	3	2			22	9.30	51.7
WHITE FEMALE		1	1	4	14	13	13	11	6	2			65	27.60	49.3
WHITE MALE				9	11	29	38	28	11	1			127	54.00	50.7
TOTAL	1	3	1	20	31	49	59	45	20	5	1		235	99.80	49.9
PROF/NON-FACULTY															
MINORITY FEMALE			1	2	2			1					6	27.20	41.2
MINORITY MALE				1	2		1	1					5	22.70	46.0
WHITE FEMALE				1			1			1			3	13.60	53.0
WHITE MALE						2	3	1	2				8	36.30	53.6
TOTAL			1	4	4	2	5	3	2	1			22	99.80	48.4
SECTY/CLERICAL															
MINORITY FEMALE	2	3	9	3	1	3	2	1					24	38.00	36.3
MINORITY MALE			1										1	1.50	33.0
WHITE FEMALE	1	3	3	4	4	4	3	7	4	1			34	53.90	46.1
WHITE MALE		1	2	1									4	6.30	32.5
TOTAL	3	7	15	8	5	7	5	8	4	1			63	99.70	41.3
TECH/PARAPROF															
MINORITY FEMALE			3	1	1		1						6	28.50	38.0
MINORITY MALE		1	1	2	1								5	23.80	34.8
WHITE FEMALE			1	1		1							3	14.20	39.7
WHITE MALE			1	1		4	1						7	33.30	44.4
TOTAL		1	6	5	2	5	2						21	99.80	39.6
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE				1	1		1						3	6.50	44.3
MINORITY MALE		2	3	3	2	1	1	3					15	32.60	40.7
WHITE FEMALE		1	1	2	1	1				1			7	15.20	41.4
WHITE MALE		1	3	4	3	4	2	3	1				21	45.60	44.0
TOTAL		4	7	10	7	6	4	6	1	1			46	99.90	42.5
GRAND TOTAL															
MINORITY FEMALE	3	4	13	12	9	6	8	6			1		62	15.20	40.9
MINORITY MALE		4	5	9	8	5	8	8	3	2			52	12.70	45.6
WHITE FEMALE	1	5	6	13	19	21	18	18	11	5			117	28.70	47.7
WHITE MALE		2	6	15	19	40	46	33	14	1			176	43.20	49.2
TOTAL	4	15	30	49	55	72	80	65	28	8	1		407	99.80	47.0

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 9 full-time persons were hired	0	33%	11%	56%
• 5 were promoted	20%	60%	20%	0
• Fall 1985: 22 positions were reported filled in Executive/Administrative/Managerial	9%	32%	5%	55%
▸ 4% of the persons in this position category were 60 years of age or older				
Faculty				
• 19 full-time faculty were hired	5%	42%	11%	42%
• None was promoted	0	0	0	0
• Fall 1985: 167 positions were reported filled in Faculty	2%	33%	5%	60%
▸ 5% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	0	100%	0	0
• 2 were promoted	0	50%	0	50%
• Fall 1985: 20 positions were reported filled in Professional/Non-Faculty	10%	35%	0	55%
▸ 5% of the persons in this position category were 60 years of age or older				
College-Wide				
• 84 full-time persons were hired	10%	55%	10%	26%
• 32 were promoted	3%	56%	9%	31%
• Fall 1985: 370 positions were reported filled college-wide	5%	44%	5%	46%

- Reported in the two lowest salary ranges were:
  57% of all females and, of these, 10% were minority females
  24% of all males and, of these, 18% were minority males

- 42% of all full-time females employed by the college were in the secretarial/clerical position category; 11% of these were filled by minority females

- 18% of all full-time males employed by the college were in the service/maintenance position category; 24% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $5,254 or 25%

- In the skilled crafts position category, while males filled 70% of the positions

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SADDLEBACK COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	34	27	7	26	6			1	1						
1983-85 NEW HIRES	9	6	3	5	3			1							
1983-85 PROMOTIONS	5	1	4		3		1	1							
1985 REPORTED STAFF	22	13	9	12	7		2	1							
FACULTY															
1983-85 SEPARATIONS	86	51	35	47	33			1		3	2				
1983-85 NEW HIRES	19	10	9	8	8			2	1						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	167	108	59	100	55	1	1	4		2	2			1	1
PROF/NON-FACULTY															
1983-85 SEPARATIONS	9	1	8	1	8										
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS	2	1	1	1	1										
1985 REPORTED STAFF	20	11	9	11	7				1		1				
SECTY/CLERICAL															
1983-85 SEPARATIONS	83	1	82	1	73		1		5		3				
1983-85 NEW HIRES	35	1	34	1	28				3		3				
1983-85 PROMOTIONS	10		10		10										
1985 REPORTED STAFF	76		76		68				5		3				
TECH/PARAPROF															
1983-85 SEPARATIONS	28	11	17	8	16			3			1				
1983-85 NEW HIRES	8	2	6	2	6										
1983-85 PROMOTIONS	4	2	2	2	2										
1985 REPORTED STAFF	36	16	20	15	19			1	1						
SKILLED CRAFTS															
1983-85 SEPARATIONS	10	10		9				1							
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS	2	1	1		1			1							
1985 REPORTED STAFF	10	7	3	7	3										
SERVICE/MAINT															
1983-85 SEPARATIONS	35	32	3	28	2	1		2	1					1	
1983-85 NEW HIRES	11	10	1	5				5	1						
1983-85 PROMOTIONS	9	8	1	7	1			1							
1985 REPORTED STAFF	39	34	5	26	4			8	1						
GRAND TOTAL															
1983-85 SEPARATIONS	285	133	152	120	138	1	1	8	7	3	6			1	
1983-85 NEW HIRES	84	30	54	22	46			8	5		3				
1983-85 PROMOTIONS	32	13	19	10	18		1	3							
1985 REPORTED STAFF	370	189	181	171	163	1	3	14	8	2	6			1	1

SADDLEBACK COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE					1				1				2	50,062	100,124
MINORITY MALE							1						1	51,292	51,292
WHITE FEMALE				1	1	1		4					7	47,819	334,733
WHITE MALE				1	1	1	1	6	2				12	52,364	628,373
TOTAL				2	3	2	2	10	3				22	50,660	1,114,522
FACULTY															
MINORITY FEMALE				2		1	1						4	38,246	152,983
MINORITY MALE				3	1	2	2						8	40,373	322,984
WHITE FEMALE			5	15	12	14	9						55	37,799	2,078,965
WHITE MALE			1	6	21	27	37	8					100	44,970	4,496,981
TOTAL			6	26	34	44	49	8					167	42,227	7,051,913
PROF/NON-FACULTY															
MINORITY FEMALE					2								2	39,057	78,114
MINORITY MALE															
WHITE FEMALE			1	2	1	2	1						7	35,673	249,710
WHITE MALE				1	1	3		5	1				11	48,796	536,758
TOTAL			1	3	4	5	1	5	1				20	43,229	864,582
SECTY/CLERICAL															
MINORITY FEMALE		4	4										8	19,965	159,719
MINORITY MALE															
WHITE FEMALE		13	49	6									68	21,440	1,457,928
WHITE MALE															
TOTAL		17	53	6									76	21,285	1,617,647
TECH/PARAPROF															
MINORITY FEMALE			1										1	20,554	20,554
MINORITY MALE				1									1	31,128	31,128
WHITE FEMALE		5	13	1									19	20,956	398,164
WHITE MALE			9	6									15	25,861	387,908
TOTAL		5	23	8									36	23,271	837,754
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			3										3	20,072	60,216
WHITE MALE			6	1									7	24,536	171,751
TOTAL			9	1									10	23,197	231,967
SERVICE/MAINT															
MINORITY FEMALE		1											1	18,468	18,468
MINORITY MALE		2	6										8	21,053	168,425
WHITE FEMALE			4										4	21,216	84,864
WHITE MALE		2	19	5									26	23,064	599,665
TOTAL		5	29	5									39	22,344	871,422
GRAND TOTAL															
MINORITY FEMALE		5	5	2	3	1	1		1				18	29,442	529,962
MINORITY MALE		2	6	4	1	2	3						18	31,879	573,829
WHITE FEMALE		18	75	25	14	17	10	4					163	28,617	4,664,580
WHITE MALE		2	35	20	23	31	38	19	3				171	39,891	6,821,436
TOTAL		27	121	51	41	51	52	23	4				370	34,027	12,589,807

SADDLEBACK COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE					2								2	9.00	40.0
MINORITY MALE					1								1	4.50	40.0
WHITE FEMALE					3	2	1		1				7	31.80	48.3
WHITE MALE		1	1	1	2	1	4	2					12	54.50	45.2
TOTAL		1	1	1	8	3	5	2	1				22	99.80	45.5
FACULTY															
MINORITY FEMALE			1		2		1						4	2.30	43.0
MINORITY MALE		1		2	1	1	2	1					8	4.70	43.8
WHITE FEMALE			5	10	17	11	7	3	2				55	32.90	44.2
WHITE MALE			1	15	20	24	23	10	5	2			100	59.80	47.7
TOTAL		1	7	27	40	36	33	14	7	2			167	99.70	46.3
PROF/NON-FACULTY															
MINORITY FEMALE			1	1									2	10.00	34.5
MINORITY MALE															
WHITE FEMALE			1	3	1			1	1				7	35.00	43.1
WHITE MALE				3	2	2	2	2					11	55.00	46.3
TOTAL			2	7	3	2	2	3	1				20	100.00	44.0
SECTY/CLERICAL															
MINORITY FEMALE		1	1		2	2	1	1					8	10.50	43.4
MINORITY MALE															
WHITE FEMALE		2	6	3	14	13	11	11	6	1	1		68	89.40	48.0
WHITE MALE															
TOTAL		3	7	3	16	15	12	12	6	1	1		76	99.90	47.5
TECH/PARAPROF															
MINORITY FEMALE				1									1	2.70	36.0
MINORITY MALE				1									1	2.70	39.0
WHITE FEMALE	2	1	3	3	2	2	4	1		1			19	52.70	41.1
WHITE MALE		3	6	3	2	1							15	41.60	34.7
TOTAL	2	4	9	8	4	3	4	1		1			36	99.70	38.2
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		1	1	1									3	30.00	32.7
WHITE MALE		1	3		1		1	1					7	70.00	39.6
TOTAL		2	4	1	1		1	1					10	100.00	37.5
SERVICE/MAINT															
MINORITY FEMALE					1								1	2.50	43.0
MINORITY MALE	1	1	2	1				1	2				8	20.50	40.1
WHITE FEMALE			1				2	1					4	10.20	48.8
WHITE MALE		2	3	3	4	1	3	4	4	2			26	66.60	47.4
TOTAL	1	3	6	4	5	1	5	6	6	2			39	99.80	45.9
GRAND TOTAL															
MINORITY FEMALE		1	3	2	7	2	2	1					18	4.80	41.5
MINORITY MALE	1	2	2	4	2	1	2	2	2				18	4.80	41.7
WHITE FEMALE	2	4	17	20	37	28	25	17	10	2	1		163	44.00	45.5
WHITE MALE		7	14	25	31	29	33	19	9	4			171	46.20	45.9
TOTAL	3	14	36	51	77	60	62	39	21	6	1		370	99.80	45.3

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	50%	0	50%	0
• 4 were promoted	50%	0	0	50%
• Fall 1985: 20 positions were reported filled in Executive/Administrative/Managerial	10%	20%	20%	50%
▸ 25% of the persons in this position category were 60 years of age or older.				
Faculty				
• 1 full-time faculty was hired	0	0	0	100%
• 2 were promoted	0	0	0	100%
• Fall 1985: 160 positions were reported filled in Faculty	10%	21%	6%	63%
▸ 16% of the persons in this position category were 60 years of age or older.				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• 2 were promoted	100%	0	0	0
• Fall 1985: 17 positions were reported filled in Professional/Non-Faculty	18%	24%	18%	41%
▸ 18% of the persons in this position category were 60 years of age or older				
College-Wide				
• 39 full-time persons were hired	26%	28%	18%	28%
• 15 were promoted	47%	13%	7%	33%
• Fall 1985: 342 positions were reported filled college-wide	16%	25%	13%	46%

- Reported in the two lowest salary ranges were:
  54% of all females and, of these, 47% were minority females.
  22% of all males and, of these, 51% were minority males.

- 44% of all full-time females employed by the college were in the secretarial/clerical position category; 52% of these were filled by minority females

- 18% of all full-time males employed by the college were in the service/maintenance position category, 64% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $3,929 or 26%

- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 22%

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SAN BERNARDINO VALLEY CLG

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	2	2		2											
1983-85 NEW HIRES	2	1	1			1	1								
1983-85 PROMOTIONS	4	2	2	2					2						
1985 REPORTED STAFF	20	14	6	10	4	2	1	2	1						
FACULTY															
1983-85 SEPARATIONS	31	19	12	15	8	1	2	1	2					2	
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS	2	2		2											
1985 REPORTED STAFF	160	111	49	101	33	3	10	4	4	2	2			1	
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS	2		2				2								
1985 REPORTED STAFF	17	10	7	7	4	1	3	2							
SECTY/CLERICAL															
1983-85 SEPARATIONS	19	1	18	1	12		1		4		1				
1983-85 NEW HIRES	14	1	13	1	5		4		2		1				1
1983-85 PROMOTIONS	5		5		2				1		1				1
1985 REPORTED STAFF	64	2	62	2	30		12		17		1				2
TECH/PARAPROF															
1983-85 SEPARATIONS	7	5	2	5	2										
1983-85 NEW HIRES	9	3	6	2	5	1			1						
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	29	20	9	16	8	2		2	1						
SKILLED CRAFTS															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES	3	3		3											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	9	9		7				2							
SERVICE/MAINT															
1983-85 SEPARATIONS	13	9	4	5	1	2	1	2	2						
1983-85 NEW HIRES	10	9	1	4	1	2		1		2					
1983-85 PROMOTIONS	1	1						1							
1985 REPORTED STAFF	43	36	7	13	5	9	1	9	1	3		1		1	
GRAND TOTAL															
1983-85 SEPARATIONS	73	37	36	29	23	3	4	3	8		1			2	
1983-85 NEW HIRES	39	18	21	11	11	4	5	1	3	2	1				1
1983-85 PROMOTIONS	15	6	9	5	2		2	1	3		1				1
1985 REPORTED STAFF	342	202	140	156	84	17	27	21	24	5	3	1		2	2

SAN BERNARDINO VALLEY CLG

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE				1				1					2	41,556	83,112
MINORITY MALE				1		2	1						4	42,409	169,635
WHITE FEMALE						2	1	1					4	49,347	197,387
WHITE MALE					1	3	5		1				10	48,507	485,068
TOTAL				2	1	7	7	2	1				20	46,760	935,202
FACULTY															
MINORITY FEMALE				10	6								16	32,308	516,932
MINORITY MALE				2	7	1							10	35,478	354,781
WHITE FEMALE			1	12	20								33	33,416	1,102,724
WHITE MALE			2	27	67	4	1						101	34,750	3,512,825
TOTAL			3	51	100	5	1						160	34,295	5,487,262
PROF/NON-FACULTY															
MINORITY FEMALE			1	1	1								3	32,022	96,067
MINORITY MALE					1	2							3	41,636	124,908
WHITE FEMALE			1		2	1							4	34,320	137,281
WHITE MALE					2	5							7	41,879	293,150
TOTAL			2	1	6	8							17	38,318	651,406
SECTY/CLERICAL															
MINORITY FEMALE	2	30											32	14,939	478,063
MINORITY MALE															
WHITE FEMALE	2	25	2	1									30	15,810	474,285
WHITE MALE	1			1									2	19,712	39,424
TOTAL	5	55	2	2									64	15,496	991,772
TECH/PARAPROF															
MINORITY FEMALE	1												1	11,175	11,175
MINORITY MALE	1	2	1										4	13,325	53,300
WHITE FEMALE	1	7											8	15,628	125,022
WHITE MALE		7	8			1							16	20,496	327,930
TOTAL	3	16	9			1							29	17,842	517,427
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			2										2	19,968	39,936
WHITE FEMALE															
WHITE MALE		2	4	1									7	20,935	146,547
TOTAL		2	6	1									9	20,720	186,483
SERVICE/MAINT															
MINORITY FEMALE		2											2	16,581	33,162
MINORITY MALE		20	2	1									23	16,716	384,460
WHITE FEMALE	1	4											5	14,316	71,582
WHITE MALE	1	11	1										13	15,785	205,207
TOTAL	2	37	3	1									43	16,149	694,411
GRAND TOTAL															
MINORITY FEMALE	3	32	1	12	7			1					56	21,759	1,218,511
MINORITY MALE	1	22	5	4	8	5	1						46	24,500	1,127,020
WHITE FEMALE	4	36	4	13	22	3	1	1					84	25,099	2,108,331
WHITE MALE	2	20	15	29	70	13	6		1				156	32,116	5,010,151
TOTAL	10	110	25	58	107	21	8	2	1				342	27,672	9,463,963

SAN BERNARDINO VALLEY CLG

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE					1		1						2	10.00	48.0
MINORITY MALE				1	1	1			1				4	20.00	47.8
WHITE FEMALE			1			1		2					4	20.00	50.0
WHITE MALE				1	1	1	2	1	2	2			10	50.00	54.3
TOTAL			1	2	3	3	3	3	3	2			20	100.00	51.5
FACULTY															
MINORITY FEMALE			2	3	5	2	1	3					16	10.00	43.7
MINORITY MALE				2		3	2	1	1	1			10	6.20	50.5
WHITE FEMALE			3	5	6	6	4	6	3				33	20.60	46.8
WHITE MALE				9	13	14	27	17	16	4	1		101	63.10	52.1
TOTAL			5	19	24	25	34	27	20	5	1		160	99.90	50.1
PROF/NON-FACULTY															
MINORITY FEMALE					1	1			1				3	17.60	50.0
MINORITY MALE			1			1			1				3	17.60	46.7
WHITE FEMALE						1	1	1		1			4	23.50	55.8
WHITE MALE				1	2	1	2	1					7	41.10	48.0
TOTAL			1	1	3	4	3	2	2	1			17	99.80	49.9
SECTY/CLERICAL															
MINORITY FEMALE	4	6	4	8	4	2	3		1				32	50.00	36.0
MINORITY MALE															
WHITE FEMALE		2	3	3	3	2	6	4	7				30	46.80	48.1
WHITE MALE							1		1				2	3.10	59.5
TOTAL	4	8	7	11	7	4	10	4	9				64	99.90	42.4
TECH/PARAPROF															
MINORITY FEMALE			1										1	3.40	34.0
MINORITY MALE			2	1	1								4	13.70	35.8
WHITE FEMALE	1	2	1	1	2	1							8	27.50	34.5
WHITE MALE		1	1	6	4	1	2	1					16	55.10	41.2
TOTAL	1	3	5	8	7	2	2	1					29	99.70	38.3
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE					1	1							2	22.20	44.5
WHITE FEMALE															
WHITE MALE		1	1	3			1	1					7	77.70	40.6
TOTAL		1	1	3	1	1	1	1					9	99.90	41.4
SERVICE/MAINT															
MINORITY FEMALE					1				1				2	4.60	52.0
MINORITY MALE		3	5	3	5	1	2	4					23	53.40	41.2
WHITE FEMALE		2		1	1				1				5	11.60	39.0
WHITE MALE		3	2	3	1	1	1	1	1				13	30.20	39.8
TOTAL		8	7	7	8	2	3	5	3				43	99.80	41.0
GRAND TOTAL															
MINORITY FEMALE	4	6	7	11	12	5	5	3	3				56	16.30	39.9
MINORITY MALE		3	8	7	8	7	4	5	3	1			46	13.40	43.8
WHITE FEMALE	1	6	8	10	12	11	11	13	11	1			84	24.50	46.2
WHITE MALE		5	4	23	21	18	36	22	20	6	1		156	45.60	49.5
TOTAL	5	20	27	51	53	41	56	43	37	8	1		342	99.80	46.3

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 1 full-time person was hired	0	0	100%	0
• 1 was promoted	0	0	100%	0
• Fall 1985: 23 positions were reported filled in Executive/Administrative/Managerial	9%	22%	26%	43%
▸ 13% of the persons in this position category were 60 years of age or older				
Faculty				
• 5 full-time faculty were hired	0	60%	20%	20%
• 2 were promoted	0	100%	0	0
• Fall 1985: 70 positions were reported filled in Faculty	9%	46%	13%	33%
▸ 13% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 11 positions were reported filled in Professional/Non-Faculty	27%	18%	45%	9%
▸ 9% of the persons in this position category were 60 years of age or older				
College-Wide				
• 27 full-time persons were hired	26%	41%	7%	26%
• 9 were promoted	11%	67%	11%	11%
• Fall 1985: 195 positions were reported filled college-wide	22%	45%	12%	21%

- Reported in the two lowest salary ranges were:
  55% of all females and, of these, 41% were minority females
  12% of all males and, of these, 25% were minority males

- 56% of all full-time females employed by the college were in the secretarial/clerical position category; 38% of these were filled by minority females

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $3,521 or 21%

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SAN DIEGO ADULT

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	17	12	5	8	1	2	2	2	1						1
1983-85 NEW HIRES	1	1				1									
1983-85 PROMOTIONS	1	1				1									
1985 REPORTED STAFF	23	16	7	10	5	2		4	1						1
FACULTY															
1983-85 SEPARATIONS	123	46	77	36	65	2	8	8	3		1				
1983-85 NEW HIRES	5	2	3	1	3	1									
1983-85 PROMOTIONS	2		2		2										
1985 REPORTED STAFF	70	32	38	23	32	2	4	7	1		1				
PROF/NON-FACULTY															
1983-85 SEPARATIONS	18	12	6	4	2	4	1	4	2		1				
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	11	6	5	1	2	3	1	2	1		1				
SECTY/CLERICAL															
1983-85 SEPARATIONS	89	4	85	3	55		14	1	9		2		4		1
1983-85 NEW HIRES	18	4	14	4	8		4				2				
1983-85 PROMOTIONS	6	1	5	1	4								1		
1985 REPORTED STAFF	78	5	73	4	45		11	1	9		4		4		
TECH/PARAPROF															
1983-85 SEPARATIONS	17	7	10	4	4	1	5			1	1	1			
1983-85 NEW HIRES	3	2	1	2			1								
1983-85 PROMOTIONS															
1985 REPORTED STAFF	13	6	7	3	3	2	4					1			
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
SERVICE/MAINT															
1983-85 SEPARATIONS	2	2		2											
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
GRAND TOTAL															
1983-85 SEPARATIONS	266	83	183	57	127	9	30	15	15	1	5	1	4		2
1983-85 NEW HIRES	27	9	18	7	11	2	5				2				
1983-85 PROMOTIONS	9	2	7	1	6	1							1		
1985 REPORTED STAFF	195	65	130	41	87	9	20	14	12		6	1	4		1

SAN DIEGO ADULT

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE							2						2	50,412	100,824
MINORITY MALE					1	1	3		1				6	48,696	292,176
WHITE FEMALE				2	3								5	34,122	170,612
WHITE MALE					1	2	5	2					10	47,944	479,436
TOTAL				2	5	3	10	2	1				23	45,350	1,043,048
FACULTY															
MINORITY FEMALE			1	3	1	1							6	30,535	183,207
MINORITY MALE			5	3	1								9	27,511	247,596
WHITE FEMALE		5	12	10	5								32	26,266	840,520
WHITE MALE			11	11	1								23	26,200	602,600
TOTAL		5	29	27	8	1							70	26,770	1,873,923
PROF/NON-FACULTY															
MINORITY FEMALE			1	1	1								3	28,794	86,382
MINORITY MALE			1	2	2								5	31,272	156,362
WHITE FEMALE				1	1								2	31,226	62,452
WHITE MALE				1									1	29,412	29,412
TOTAL			2	5	4								11	30,419	334,608
SECTY/CLERICAL															
MINORITY FEMALE		25	3										28	16,672	466,824
MINORITY MALE		1											1	18,912	18,912
WHITE FEMALE		34	11										45	17,676	795,406
WHITE MALE	1	3											4	14,237	56,948
TOTAL	1	63	14										78	17,155	1,338,090
TECH/PARAPROF															
MINORITY FEMALE		4											4	16,851	67,404
MINORITY MALE		1	1	1									3	22,272	66,816
WHITE FEMALE		3											3	16,440	49,320
WHITE MALE		2	1										3	18,120	54,360
TOTAL		10	2	1									13	18,300	237,900
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
GRAND TOTAL															
MINORITY FEMALE		29	5	4	2	1	2						43	21,038	904,641
MINORITY MALE		2	7	6	4	1	3		1				24	32,578	781,862
WHITE FEMALE		42	23	13	9								87	22,050	1,918,310
WHITE MALE	1	5	12	12	2	2	5	2					41	29,823	1,222,756
TOTAL	1	78	47	35	17	4	10	2	1				195	24,757	4,827,569

SAN DIEGO ADULT

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE						1				1			2	8.60	57.0
MINORITY MALE					2	1	1	2					6	26.00	49.5
WHITE FEMALE				2	1		1		1				5	21.70	45.0
WHITE MALE					1	1	2	5		1			10	43.40	54.2
TOTAL				2	4	3	4	7	1	2			23	99.70	51.2
FACULTY															
MINORITY FEMALE				1	1	1		2	1				6	8.50	50.2
MINORITY MALE				1	3	1	1	3					9	12.80	48.8
WHITE FEMALE		1		4	5	2	9	7	3	1			32	45.70	49.9
WHITE MALE			1	3	4	6	1	4	2	2			23	32.80	49.2
TOTAL		1	1	9	13	10	11	16	6	3			70	99.80	49.6
PROF/NON-FACULTY															
MINORITY FEMALE				2				1					3	27.20	43.0
MINORITY MALE			1		1	2			1				5	45.40	45.2
WHITE FEMALE					1		1						2	18.10	47.5
WHITE MALE			1										1	9.00	34.0
TOTAL			2	2	2	2	1	1	1				11	99.70	44.0
SECTY/CLERICAL															
MINORITY FEMALE	2	5	7	3	2	3	2	2	2				28	35.80	38.7
MINORITY MALE							1						1	1.20	51.0
WHITE FEMALE		6	7	7	1	2	3	11	7	1			45	57.60	46.2
WHITE MALE	1		2			1							4	5.10	34.0
TOTAL	3	11	16	10	3	6	6	13	9	1			78	99.70	42.9
TECH/PARAPROF															
MINORITY FEMALE		1	1		1	1							4	30.70	36.8
MINORITY MALE				2				1					3	23.00	42.7
WHITE FEMALE					1		1			1			3	23.00	54.3
WHITE MALE					1		1	1					3	23.00	48.7
TOTAL		1	1	2	3	1	2	2		1			13	99.70	44.9
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
GRAND TOTAL															
MINORITY FEMALE	2	6	8	6	4	6	2	5	3	1			43	22.00	41.3
MINORITY MALE			1	3	6	4	3	6	1				24	12.30	47.5
WHITE FEMALE		7	7	13	9	4	15	18	11	3			87	44.60	47.8
WHITE MALE	1		4	3	6	8	4	10	2	3			41	21.00	48.5
TOTAL	3	13	20	25	25	22	24	39	17	7			195	99.90	46.5

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 1 full-time person was hired	0	0	0	100%
• None was promoted	0	0	0	0
• Fall 1985: 17 positions were reported filled in Executive/Administrative/Managerial	0	12%	18%	71%
▸ 12% of the persons in this position category were 60 years of age or older				
Faculty				
• 12 full-time faculty were hired	8%	50%	0	42%
• 7 were promoted	14%	86%	0	0
• Fall 1985: 133 positions were reported filled in Faculty	8%	28%	7%	58%
▸ 14% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 3 full-time persons were hired	0	0	33%	67%
• 3 were promoted	0	0	33%	67%
• Fall 1985: 21 positions were reported filled in Professional/Non-Faculty	29%	24%	19%	29%
▸ 14% of the persons in this position category were 60 years of age or older				
College-Wide				
• 41 full-time persons were hired	10%	32%	12%	46%
• 19 were promoted	16%	37%	16%	32%
• Fall 1985: 344 positions were reported filled college-wide	16%	27%	19%	37%

▸ Reported in the two lowest salary ranges were:
50% of all females and, of these, 47% were minority females.
34% of all males and, of these, 61% were minority males.

▸ 46% of all full-time females employed by the college were in the secretarial/clerical position category; 46% of these were filled by minority females

▸ 34% of all full-time males employed by the college were in the service/maintenance position category; 68% of these were filled by minority males

▸ In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $4,162 or 24%

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SAN DIEGO CITY COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	3	2	1	2	1										
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	17	15	2	12	2	1		2							
FACULTY															
1983-85 SEPARATIONS	26	11	15	9	14	1		1	1						
1983-85 NEW HIRES	12	5	7	5	6		1								
1983-85 PROMOTIONS	7		7		6		1								
1985 REPORTED STAFF	133	86	47	77	37	3	7	4	2	2	1				
PROF/NON-FACULTY															
1983-85 SEPARATIONS	3		3		3										
1983-85 NEW HIRES	3	3		2		1									
1983-85 PROMOTIONS	3	3		2		1									
1985 REPORTED STAFF	21	10	11	6	5	2	1	2	4				1		
SECTY/CLERICAL															
1983-85 SEPARATIONS	19		19		10		3		4		2				
1983-85 NEW HIRES	10	3	7	3	5		1				1				
1983-85 PROMOTIONS	3		3		1		1		1						
1985 REPORTED STAFF	77	8	69	4	37	1	19	3	9		3				1
TECH/PARAPROF															
1983-85 SEPARATIONS	7	4	3	2	3	2									
1983-85 NEW HIRES	8	6	2	5	1		1	1							
1983-85 PROMOTIONS	1	1				1									
1985 REPORTED STAFF	15	9	6	7	5	1	1			1					
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
SERVICE/MAINT															
1983-85 SEPARATIONS	10	8	2	6	1	1	1	1							
1983-85 NEW HIRES	7	6	1	3	1	2		1							
1983-85 PROMOTIONS	5	5		4		1									
1985 REPORTED STAFF	80	66	14	21	7	24	5	12	1	6	1	3			
GRAND TOTAL															
1983-85 SEPARATIONS	67	24	43	18	32	4	4	2	5		2				
1983-85 NEW HIRES	41	24	17	19	13	3	3	2			1				
1983-85 PROMOTIONS	19	9	10	6	7	3	2		1						
1985 REPORTED STAFF	344	195	149	128	93	32	33	23	16	9	5	3	1		1

SAN DIEGO CITY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE							3						3	49,188	147,564
WHITE FEMALE							1	1					2	51,714	103,428
WHITE MALE						3	6	2	1				12	50,473	605,676
TOTAL						3	10	3	1				17	50,392	856,665
FACULTY															
MINORITY FEMALE			1	6	2	1							10	31,417	314,170
MINORITY MALE				5	4								9	31,892	287,030
WHITE FEMALE		2	4	10	21								37	32,265	1,193,814
WHITE MALE			7	18	52								77	34,039	2,620,980
TOTAL		2	12	39	79	1							133	33,203	4,415,994
PROF/NON-FACULTY															
MINORITY FEMALE				4	2								6	31,274	187,642
MINORITY MALE				2	2								4	33,396	133,584
WHITE FEMALE				2	3								5	34,840	174,198
WHITE MALE			1		4	1							6	35,515	213,088
TOTAL			1	8	11	1							21	33,739	708,512
SECTY/CLERICAL															
MINORITY FEMALE		27	5										32	17,117	547,744
MINORITY MALE		2	2										4	19,443	77,772
WHITE FEMALE		26	11										37	17,273	639,094
WHITE MALE		4											4	15,273	61,092
TOTAL		59	18										77	17,217	1,325,692
TECH/PARAPROF															
MINORITY FEMALE		1											1	16,440	16,440
MINORITY MALE			2										2	20,574	41,148
WHITE FEMALE		4	1										5	17,302	86,508
WHITE MALE		3	3		1								7	21,533	150,732
TOTAL		8	6		1								15	19,655	294,828
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE	1	6											7	13,778	96,448
MINORITY MALE		39	5	1									45	17,091	769,095
WHITE FEMALE	1	6											7	15,085	105,592
WHITE MALE		19	3										22	17,557	386,248
TOTAL	2	70	8	1									81	16,758	1,357,383
GRAND TOTAL															
MINORITY FEMALE	1	34	6	10	4	1							56	20,758	1,162,444
MINORITY MALE		41	9	8	6		3						67	21,734	1,456,193
WHITE FEMALE	1	38	16	12	24		1	1					93	24,759	2,302,624
WHITE MALE		26	14	18	57	4	6	2	1				128	31,545	4,037,816
TOTAL	2	139	45	48	91	5	10	3	1				344	26,044	8,959,077

SAN DIEGO CITY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE					1	1	1						3	17.60	47.3
WHITE FEMALE								2					2	11.70	58.0
WHITE MALE					2	1	4	3	2				12	70.50	52.9
TOTAL					3	2	5	5	2				17	99.80	52.5
FACULTY															
MINORITY FEMALE			1	2	2	2	1		2				10	7.50	45.5
MINORITY MALE				1	6		2						9	6.70	43.7
WHITE FEMALE			3	5	6	4	9	3	7				37	27.80	48.4
WHITE MALE			3	3	10	13	15	23	8	2			77	57.80	51.4
TOTAL			7	11	24	19	27	26	17	2			133	99.80	49.6
PROF/NON-FACULTY															
MINORITY FEMALE				2	1	1	1		1				6	28.50	46.5
MINORITY MALE				1	1		1		1				4	19.00	47.8
WHITE FEMALE				2		1	1	1					5	23.80	46.8
WHITE MALE				1	1	1	1	1	1				6	28.50	49.7
TOTAL				6	3	3	4	2	3				21	99.80	47.7
SECTY/CLERICAL															
MINORITY FEMALE	1	4	6	9	4	6	1	1					32	41.50	37.4
MINORITY MALE		2		1		1							4	5.10	35.3
WHITE FEMALE	1	1	3	2	5	8	6	5	6				37	48.00	48.1
WHITE MALE			3	1									4	5.10	32.5
TOTAL	2	7	12	13	9	15	7	6	6				77	99.70	42.2
TECH/PARAPROF															
MINORITY FEMALE				1									1	6.60	38.0
MINORITY MALE				1		1							2	13.30	42.5
WHITE FEMALE	1		2		1		1						5	33.30	37.2
WHITE MALE	1		2	1	1	1		1					7	46.60	35.1
TOTAL	2		4	3	2	2	1	1					15	99.80	38.4
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE		1		1		3	1	1					7	8.60	45.3
MINORITY MALE	1	3	6	8	7	3	8	8	1				45	55.50	43.3
WHITE FEMALE		2			1		2		1	1			7	8.60	47.1
WHITE MALE		3	3	5	1	5	3	1		1			22	27.10	41.5
TOTAL	1	9	9	14	9	11	14	10	2	2			81	99.80	43.3
GRAND TOTAL															
MINORITY FEMALE	1	5	7	15	7	12	4	2	3				56	16.20	40.8
MINORITY MALE	1	5	6	12	15	6	12	8	2				67	19.40	43.3
WHITE FEMALE	2	3	8	9	13	13	19	11	14	1			93	27.00	47.7
WHITE MALE	1	3	11	11	15	21	23	29	11	3			128	37.20	48.5
TOTAL	5	16	32	47	50	52	58	50	30	4			344	99.80	46.0

- **Opportunities for change and actions taken between Fall 1983 and Fall 1985**

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 14 positions were reported filled in Executive/Administrative/Managerial	7%	21%	0	71%
▸ 36% of the persons in this position category were 60 years of age or older.				
Faculty				
• 16 full-time faculty were hired	6%	37%	19%	37%
• 14 were promoted	7%	36%	21%	36%
• Fall 1985: 215 positions were reported filled in Faculty	2%	29%	8%	61%
▸ 18% of the persons in this position category were 60 years of age or older.				
Professional/Non-Faculty				
• 1 full-time person was hired	0	0	0	100%
• 1 was promoted	0	0	0	100%
• Fall 1985: 23 positions were reported filled in Professional/Non-Faculty	13%	22%	22%	43%
▸ 26% of the persons in this position category were 60 years of age or older				
College-Wide				
• 50 full-time persons were hired	2%	38%	26%	34%
• 27 were promoted	4%	37%	33%	26%
• Fall 1985: 426 positions were reported filled college-wide	8%	36%	13%	43%

- Reported in the two lowest salary ranges were:
  63% of all females and, of these, 22% were minority females.
  32% of all males and, of these, 43% were minority males.

- 42% of all full-time females employed by the college were in the secretarial/clerical position category; 25% of these were filled by minority females

- 22% of all full-time males employed by the college were in the service/maintenance position category, 50% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $417 or 2%

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SAN DIEGO MESA COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI- TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	14	10	4	10	3		1								
FACULTY															
1983-85 SEPARATIONS	26	17	9	16	9					1					
1983-85 NEW HIRES	16	9	7	6	6	2	1			1					
1983-85 PROMOTIONS	14	8	6	5	5	2	1			1					
1985 REPORTED STAFF	215	148	67	131	62	6	4	3	1	5				3	
PROF/NON-FACULTY															
1983-85 SEPARATIONS	2	1	1	1	1										
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	23	15	8	10	5	1	2	3	1					1	
SECTY/CLERICAL															
1983-85 SEPARATIONS	17		17		13		2		1				1		
1983-85 NEW HIRES	9	1	8		8							1			
1983-85 PROMOTIONS	3	1	2		2							1			
1985 REPORTED STAFF	85	6	79	3	59	1	11	1	3		5	1	1		
TECH/PARAPROF															
1983-85 SEPARATIONS	4	4		3								1			
1983-85 NEW HIRES	8	6	2	3	2	1				1		1			
1983-85 PROMOTIONS	4	2	2		2	1				1					
1985 REPORTED STAFF	17	8	9	5	8	1		1		1					1
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
SERVICE/MAINT															
1983-85 SEPARATIONS	19	14	5	9	4	4	1			1					
1983-85 NEW HIRES	16	13	3	7	3	3		1		2					
1983-85 PROMOTIONS	5	4	1	1	1	2				1					
1985 REPORTED STAFF	72	52	20	26	15	18	3	4	1	3		1	1		
GRAND TOTAL															
1983-85 SEPARATIONS	69	37	32	30	27	4	3		1	2		1	1		
1983-85 NEW HIRES	50	30	20	17	19	6	1	1		4		2			
1983-85 PROMOTIONS	27	16	11	7	10	5	1			3		1			
1985 REPORTED STAFF	426	239	187	185	152	27	21	12	6	9	5	2	2	4	1

SAN DIEGO MESA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE								1					1	54,240	54,240
MINORITY MALE															
WHITE FEMALE						1	2						3	47,008	141,024
WHITE MALE						1	6	2	1				10	51,341	513,408
TOTAL						2	8	3	1				14	50,619	738,672
FACULTY															
MINORITY FEMALE		1			4								5	32,632	163,160
MINORITY MALE		1		6	10								17	32,265	548,510
WHITE FEMALE		4	6	15	36	1							62	32,399	2,008,764
WHITE MALE		4	6	24	96	1							131	34,408	4,507,467
TOTAL		10	12	45	146	2							215	33,618	7,227,901
PROF/NON-FACULTY															
MINORITY FEMALE				2	1								3	30,043	90,130
MINORITY MALE				2	3								5	33,666	168,332
WHITE FEMALE				2	2	1							5	34,913	174,566
WHITE MALE				2	7	1							10	36,534	365,344
TOTAL				8	13	2							23	34,712	798,372
SECTY/CLERICAL															
MINORITY FEMALE		18	2										20	17,197	343,944
MINORITY MALE		2	1										3	18,144	54,432
WHITE FEMALE		48	11										59	17,199	1,014,756
WHITE MALE		3											3	15,924	47,772
TOTAL		71	14										85	17,187	1,460,904
TECH/PARAPROF															
MINORITY FEMALE			1										1	19,332	19,332
MINORITY MALE		3											3	17,968	53,904
WHITE FEMALE		5	3										8	18,870	150,960
WHITE MALE		2	3										5	20,160	100,800
TOTAL		10	7										17	19,117	324,996
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE		3	1	1									5	20,623	103,116
MINORITY MALE		24	2										26	16,159	420,144
WHITE FEMALE		14	1										15	14,982	224,736
WHITE MALE		22	3	1									26	17,088	444,276
TOTAL		63	7	2									72	16,559	1,192,272
GRAND TOTAL															
MINORITY FEMALE		22	4	3	5			1					35	22,112	773,922
MINORITY MALE		30	3	8	13								54	23,062	1,245,322
WHITE FEMALE		71	21	17	38	3	2						152	24,440	3,714,806
WHITE MALE		31	12	27	103	3	6	2	1				185	32,319	5,979,067
TOTAL		154	40	55	159	6	8	3	1				426	27,496	11,713,117

SAN DIEGO MESA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE									1				1	7.10	63.0
MINORITY MALE															
WHITE FEMALE							1	1	1				3	21.40	56.7
WHITE MALE				1		2	1	3	3				10	71.40	53.7
TOTAL				1		2	2	4	5				14	99.90	55.0
FACULTY															
MINORITY FEMALE				1	1	2			1				5	2.30	47.6
MINORITY MALE			2	1	2	4	4	2	2				17	7.90	48.4
WHITE FEMALE			5	4	13	10	12	7	9	2			62	28.80	49.3
WHITE MALE		1	1	8	7	23	33	33	21	4			131	60.90	52.6
TOTAL		1	8	14	23	39	49	42	33	6			215	99.90	51.2
PROF/NON-FACULTY															
MINORITY FEMALE				1	1					1			3	13.00	49.3
MINORITY MALE				1		1	1	1	1				5	21.70	50.8
WHITE FEMALE					1			2	2				5	21.70	56.4
WHITE MALE					1	2	2	3	2				10	43.40	53.9
TOTAL				2	3	3	3	6	5	1			23	99.80	53.2
SECTY/CLERICAL															
MINORITY FEMALE	1	2	3	5	1	2	4		2				20	23.50	41.6
MINORITY MALE					2			1					3	3.50	45.7
WHITE FEMALE		2	3	7	4	8	12	13	10				59	69.40	49.8
WHITE MALE		1					2						3	3.50	44.0
TOTAL	1	5	6	12	7	10	18	14	12				85	99.90	47.5
TECH/PARAPROF															
MINORITY FEMALE					1								1	5.80	41.0
MINORITY MALE	1		2										3	17.60	28.3
WHITE FEMALE				2	3	1		2					8	47.00	45.5
WHITE MALE		1		3	1								5	29.40	36.4
TOTAL	1	1	2	5	5	1		2					17	99.80	39.5
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE				1	1	1	1	1					5	6.90	47.2
MINORITY MALE	1	3	4	1	4	4	7	1	1				26	36.10	42.1
WHITE FEMALE		1	3	2	1	1	2	3	1	1			15	20.80	46.1
WHITE MALE	2	4	5	3	4	1	3	1	3				26	36.10	39.7
TOTAL	3	8	12	7	10	7	13	6	5	1			72	99.90	42.4
GRAND TOTAL															
MINORITY FEMALE	1	2	3	8	5	5	5	1	4	1			35	8.20	44.5
MINORITY MALE	2	3	8	3	8	9	12	5	4				54	12.60	44.3
WHITE FEMALE		3	11	15	22	20	27	28	23	3			152	35.60	49.4
WHITE MALE	2	7	6	15	13	28	41	40	29	4			185	43.40	50.3
TOTAL	5	15	28	41	48	62	85	74	60	8			426	99.80	48.8

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• 1 was promoted	0	0	0	100%
• Fall 1985: 5 positions were reported filled in Executive/Administrative/Managerial	20%	20%	20%	40%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 4 full-time faculty were hired	0	25%	0	75%
• 3 were promoted	0	33%	0	67%
• Fall 1985: 33 positions were reported filled in Faculty	0	18%	6%	76%
▸ 3% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 4 positions were reported filled in Professional/Non-Faculty	0	25%	0	75%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 11 full-time persons were hired	18%	45%	9%	27
• 8 were promoted	13%	37%	13%	37%
• Fall 1985: 68 positions were reported filled college-wide	10%	35%	9%	46%

▸ Reported in the two lowest salary ranges were:
74% of all females and, of these, 26% were minority females.
22% of all males and, of these, 38% were minority males.

▸ 71% of all full-time females employed by the college were in the secretarial/clerical position category; 27% of these were filled by minority females

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AASTFHPS/STFHPS                                  C H A N C E L L O R ' S   O F F I C E                                12/03/86
                                         C A L I F O R N I A   C O M M U N I T Y   C O L L E G E S                    17:19:44
                                                    S T A F F   D A T A   S Y S T E M
SAN DIEGO MIRAMAR COLLEGE
                                                          FULL TIME EMPLOYEES
                         1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

   POSITION               TOTAL                              NON - HISPANIC                            ASIAN/PAC.                     AMER IND/
   CATEGORY               POSI-  TOTAL  TOTAL            WHITE          BLACK          HISPANIC        ISLANDER        FILIPINO      AL NATIVE
                          TIONS  MALES FEMALES          M      F       M     F       M      F       M     F       M      F     M     F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS         3      2       1        1      1                                     1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS          1      1                1
  1985 REPORTED STAFF         5      3       2        2      1             1                       1

FACULTY
  1983-85 SEPARATIONS         1      1                1
  1983-85 NEW HIRES           4      3       1        3      1
  1983-85 PROMOTIONS          3      2       1        2      1
  1985 REPORTED STAFF        33     27       6       25      6       1                             1

PROF/NON-FACULTY
  1983-85 SEPARATIONS         2      1       1                       1     1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         4      3       1        3      1

SECTY/CLERICAL
  1983-85 SEPARATIONS         9              9               9
  1983-85 NEW HIRES           7      1       6               4             1             1                     1
  1983-85 PROMOTIONS          4      1       3               2                           1                     1
  1985 REPORTED STAFF        24      2      22              16             4             1       1             1      1

TECH/PARAPROF
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         1      1                1

SKILLED CRAFTS
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

SERVICE/MAINT
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

GRAND TOTAL
  1983-85 SEPARATIONS        14      3      11        2     10       1     1
  1983-85 NEW HIRES          11      4       7        3      5             1             1                     1
  1983-85 PROMOTIONS          8      4       4        3      3                           1                     1
  1985 REPORTED STAFF        68     37      31       31     24       1     5             1       4             1      1
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SAN DIEGO MIRAMAR COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE							1						1	49,188	49,188
MINORITY MALE								1					1	56,856	56,856
WHITE FEMALE							1						1	49,188	49,188
WHITE MALE						1	1						2	46,932	93,864
TOTAL						1	3	1					5	49,819	249,096
FACULTY															
MINORITY FEMALE															
MINORITY MALE					2								2	33,445	66,890
WHITE FEMALE				4	2								6	31,568	189,410
WHITE MALE			4	10	11								25	31,809	795,222
TOTAL			4	14	15								33	31,864	1,051,522
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1										1	22,404	22,404
WHITE MALE				2	1								3	32,687	98,060
TOTAL			1	2	1								4	30,116	120,464
SECTY/CLERICAL															
MINORITY FEMALE		6											6	16,706	100,236
MINORITY MALE		2											2	15,828	31,656
WHITE FEMALE		12	4										16	17,479	279,650
WHITE MALE															
TOTAL		20	4										24	17,148	411,552
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE		1											1	17,340	17,340
TOTAL		1											1	17,340	17,340
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		1											1	18,892	18,892
WHITE FEMALE															
WHITE MALE															
TOTAL		1											1	18,892	18,892
GRAND TOTAL															
MINORITY FEMALE		6					1						7	21,346	149,424
MINORITY MALE		3			2			1					6	29,049	174,294
WHITE FEMALE		12	5	4	2		1						24	22,528	540,662
WHITE MALE		1	4	12	12	1	1						31	32,403	1,004,486
TOTAL		22	9	16	16	1	3	1					68	27,483	1,868,866

SAN DIEGO MIRAMAR COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE							1						1	20.00	53.0
MINORITY MALE								1					1	20.00	58.0
WHITE FEMALE							1						1	20.00	52.0
WHITE MALE					2								2	40.00	43.5
TOTAL					2		2	1					5	100.00	50.0
FACULTY															
MINORITY FEMALE															
MINORITY MALE					1		1						2	6.00	45.0
WHITE FEMALE				2	3			1					6	18.10	42.5
WHITE MALE				5	4	5	5	5		1			25	75.70	48.3
TOTAL				7	8	5	6	6		1			33	99.80	47.0
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				1									1	25.00	38.0
WHITE MALE				1	1			1					3	75.00	44.7
TOTAL				2	1			1					4	100.00	43.0
SECTY/CLERICAL															
MINORITY FEMALE	1	1	3			1							6	25.00	32.0
MINORITY MALE			1	1									2	8.30	33.0
WHITE FEMALE		2	2	1	3	1	1	5	1				16	66.60	45.5
WHITE MALE															
TOTAL	1	3	6	2	3	2	1	5	1				24	99.90	41.1
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE										1			1	100.00	66.0
TOTAL										1			1	100.00	66.0
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE					1								1	100.00	42.0
WHITE FEMALE															
WHITE MALE															
TOTAL					1								1	100.00	42.0
GRAND TOTAL															
MINORITY FEMALE	1	1	3			1	1						7	10.20	35.0
MINORITY MALE			1	1	2		1	1					6	8.80	42.7
WHITE FEMALE		2	2	4	6	1	2	6	1				24	35.20	44.7
WHITE MALE				6	7	5	5	6		2			31	45.50	48.2
TOTAL	1	3	6	11	15	7	9	13	1	2			68	99.70	45.1

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 1 full-time person was hired	100%	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 22 positions were reported filled in Executive/Administrative/Managerial	27%	14%	41%	18%
▸ 18% of the persons in this position category were 60 years of age or older				
Faculty				
• 37 full-time faculty were hired	16%	24%	19%	41%
• 2 were promoted	50%	0	0	50%
• Fall 1985: 379 positions were reported filled in Faculty	8%	23%	13%	55%
▸ 11% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 4 full-time persons were hired	100%	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 74 positions were reported filled in Professional/Non-Faculty	27%	22%	19%	32%
▸ 12% of the persons in this position category were 60 years of age or older				
College-Wide				
• 134 full-time persons were hired	31%	19%	32%	18%
• 5 were promoted	20%	20%	40%	20%
• Fall 1985: 755 positions were reported filled college-wide	18%	22%	23%	37%

- Reported in the two lowest salary ranges were:
  16% of all females and, of these, 64% were minority females.
  11% of all males and, of these, 84% were minority males.

- 27% of all full-time females employed by the college were in the secretarial/clerical position category; 60% of these were filled by minority females.

- 14% of all full-time males employed by the college were in the service/maintenance position category; 77% of these were filled by minority males.

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $581 or 3%.

- In the skilled crafts position category, males filled 73% of the positions and, of these, minority males filled 63%.

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CHANCELLOR'S OFFICE
CALIFORNIA COMMUNITY COLLEGES
STAFF DATA SYSTEM

CITY CLG OF SAN FRANCISCO

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	6	2	4	1	2		1		1	1					
1983-85 NEW HIRES	1		1				1								
1983-85 PROMOTIONS															
1985 REPORTED STAFF	22	13	9	4	3	4	3	2	1	3	1		1		
FACULTY															
1983-85 SEPARATIONS	61	37	24	38	17	2	3	1	2	2	2			2	
1983-85 NEW HIRES	37	22	15	15	9	1	2	1	2	3	2	1		1	
1983-85 PROMOTIONS	2	1	1	1			1								
1985 REPORTED STAFF	379	258	121	208	89	11	13	12	4	22	13	2	1	3	1
PROF/NON-FACULTY															
1983-85 SEPARATIONS	3	2	1	2									1		
1983-85 NEW HIRES	4		4								2		2		
1983-85 PROMOTIONS															
1985 REPORTED STAFF	74	38	36	24	16	2	6	4	1	4	18	4	3		
SECTY/CLERICAL															
1983-85 SEPARATIONS	29	7	22	1	11	1	1	3	3	1	3		4	1	
1983-85 NEW HIRES	41	10	31	2	10	1	5	2	1	2	11	3	4		
1983-85 PROMOTIONS	2	1	1		1							1			
1985 REPORTED STAFF	109	27	82	9	33	2	13	2	6	5	15	9	15		
TECH/PARAPROF															
1983-85 SEPARATIONS	16	9	7	6	6	1				2	1				
1983-85 NEW HIRES	25	14	11	5	5	2	2	3	1	3	3	1			
1983-85 PROMOTIONS	1	1						1							
1985 REPORTED STAFF	66	32	34	14	18	2	2	6	2	7	10	2	2	1	
SKILLED CRAFTS															
1983-85 SEPARATIONS	16	12	4	3	2	4		3	1	1		1	1		
1983-85 NEW HIRES	7	5	2			2	1	1	1	2					
1983-85 PROMOTIONS															
1985 REPORTED STAFF	26	19	7	7	4	3	2	1	1	7		1			
SERVICE/MAINT															
1983-85 SEPARATIONS	18	16	2	6	1	8		1	1	1					
1983-85 NEW HIRES	19	16	3	2	2	9		1	1	4					
1983-85 PROMOTIONS															
1985 REPORTED STAFF	79	65	14	15	4	28	5	7	3	10	1	5	1		
GRAND TOTAL															
1983-85 SEPARATIONS	149	85	64	49	39	16	5	8	8	8	6	1	6	3	
1983-85 NEW HIRES	134	67	67	24	26	15	11	8	6	14	18	5	6	1	
1983-85 PROMOTIONS	5	3	2	1	1		1	1				1			
1985 REPORTED STAFF	755	452	303	281	167	52	44	34	18	58	50	23	23	4	1

CITY CLG OF SAN FRANCISCO

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE				1		1	1	3					6	49,406	296,438
MINORITY MALE						1	4	3	1				9	52,641	473,766
WHITE FEMALE						1	1	1					3	49,720	149,160
WHITE MALE						1		2	1				4	56,265	225,060
TOTAL				1		4	6	9	2				22	52,019	1,144,424
FACULTY															
MINORITY FEMALE		1	2	6	23								32	33,558	1,073,848
MINORITY MALE			5	12	32	1							50	34,319	1,715,931
WHITE FEMALE			4	21	61	3							89	35,003	3,115,223
WHITE MALE		1	14	24	162	7							208	35,753	7,436,615
TOTAL		2	25	63	278	11							379	35,202	13,341,617
PROF/NON-FACULTY															
MINORITY FEMALE			6	6	8								20	29,984	599,682
MINORITY MALE			2	5	7								14	32,282	451,942
WHITE FEMALE			2	7	7								16	32,118	513,885
WHITE MALE			1	5	18								24	36,034	864,815
TOTAL			11	23	40								74	32,842	2,430,324
SECTY/CLERICAL															
MINORITY FEMALE		19	30										49	19,098	935,818
MINORITY MALE		8	8	2									18	19,838	357,084
WHITE FEMALE		8	24	1									33	20,115	663,806
WHITE MALE		2	7										9	20,476	184,288
TOTAL		37	69	3									109	19,642	2,140,996
TECH/PARAPROF															
MINORITY FEMALE	1	5	7	3									16	20,879	334,060
MINORITY MALE		7	9	2									18	20,206	363,714
WHITE FEMALE	1	5	10	2									18	20,247	364,454
WHITE MALE		3	9	2									14	22,308	312,312
TOTAL	2	20	35	9									66	20,826	1,374,540
SKILLED CRAFTS															
MINORITY FEMALE		2	1										3	16,909	50,726
MINORITY MALE		4		1	7								12	28,381	340,574
WHITE FEMALE		3	1										4	17,628	70,512
WHITE MALE				1	2	4							7	40,110	280,770
TOTAL		9	2	2	9	4							26	28,561	742,582
SERVICE/MAINT															
MINORITY FEMALE		2	8										10	20,121	201,214
MINORITY MALE		23	20	5	2								50	20,453	1,022,658
WHITE FEMALE			3	1									4	22,939	91,754
WHITE MALE		2	8	3	1		1						15	25,763	386,452
TOTAL		27	39	9	3		1						79	21,545	1,702,078
GRAND TOTAL															
MINORITY FEMALE	1	29	54	16	31	1	1	3					136	25,675	3,491,786
MINORITY MALE		42	44	27	48	2	4	3	1				171	27,635	4,725,669
WHITE FEMALE	1	16	44	32	68	4	1	1					167	29,753	4,968,794
WHITE MALE		8	39	35	183	12	1	2	1				281	34,485	9,690,312
TOTAL	2	95	181	110	330	19	7	9	2				755	30,300	22,876,561

11.

CITY CLG OF SAN FRANCISCO

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE				2	2	1	1						6	27.20	43.0
MINORITY MALE					4	2		2	1				9	40.90	48.1
WHITE FEMALE					3								3	13.60	42.0
WHITE MALE					1				2	1			4	18.10	58.3
TOTAL				2	10	3	1	2	3	1			22	99.80	47.7
FACULTY															
MINORITY FEMALE			2	3	9	3	6	6	3				32	8.40	47.8
MINORITY MALE		1	3	6	9	12	12	2	4	1			50	13.10	46.7
WHITE FEMALE		1	4	11	19	18	13	13	10				89	23.40	47.8
WHITE MALE		3	3	16	29	45	52	35	20	4	1		208	54.80	49.9
TOTAL		5	12	36	66	78	83	56	37	5	1		379	99.70	48.8
PROF/NON-FACULTY															
MINORITY FEMALE			2	4	7	1	2	4					20	27.00	44.1
MINORITY MALE			1	2	3	2	4	1		1			14	18.90	46.9
WHITE FEMALE		2		2	5	2	3		2				16	21.60	44.6
WHITE MALE					3	3	1	11	3	3			24	32.40	55.0
TOTAL		2	3	8	18	8	10	16	5	4			74	99.90	48.3
SECTY/CLERICAL															
MINORITY FEMALE	5	8	12	8	5	2	5		4				49	44.90	37.5
MINORITY MALE	3	4	3	2	2	2	1			1			18	16.50	35.7
WHITE FEMALE	1	3	1	3	1	3	4	8	7	2			33	30.20	50.4
WHITE MALE	1		2	1		1	2		2				9	8.20	44.0
TOTAL	10	15	18	14	8	8	12	8	13	3			109	99.80	41.6
TECH/PARAPROF															
MINORITY FEMALE	3	4	3	2			2	2					16	24.20	34.8
MINORITY MALE	1	3	2	3	3	2	1	1	2				18	27.20	40.6
WHITE FEMALE		1	1	5	3	3	1	4					18	27.20	43.9
WHITE MALE	2	3			3	3	1	1			1		14	21.20	40.9
TOTAL	6	11	6	10	9	8	5	8	2		1		66	99.80	40.2
SKILLED CRAFTS															
MINORITY FEMALE			1			1	1						3	11.50	43.3
MINORITY MALE	1	2	3	2	1			1	2				12	46.10	38.2
WHITE FEMALE							1	1	1	1			4	15.30	58.5
WHITE MALE				1	2		1	2	1				7	26.90	53.3
TOTAL	1	2	4	3	3	1	3	4	4	1			26	99.80	45.2
SERVICE/MAINT															
MINORITY FEMALE	2	1		2			2	2	1				10	12.60	42.5
MINORITY MALE	1	11	8	6	5	8	4	4	2	1			50	63.20	40.5
WHITE FEMALE	1			1	1				1				4	5.00	40.8
WHITE MALE	2	1		3	5		2	2					15	18.90	40.9
TOTAL	6	13	8	12	11	8	8	8	4	1			79	99.70	40.8
GRAND TOTAL															
MINORITY FEMALE	10	13	20	21	23	8	19	14	8				136	18.00	41.3
MINORITY MALE	6	21	20	21	27	28	22	11	11	4			171	22.60	42.6
WHITE FEMALE	2	7	6	22	32	26	22	26	21	3			167	22.10	47.6
WHITE MALE	5	7	5	21	43	52	59	51	28	8	2		281	37.20	49.3
TOTAL	23	48	51	85	125	114	122	102	68	15	2		755	99.90	46.0

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 34 positions were reported filled in Executive/Administrative/Managerial	24%	15%	26%	35%
▸ 21% of the persons in this position category were 60 years of age or older				
Faculty				
• 29 full-time faculty were hired	24%	41%	14%	21%
• 3 were promoted	100%	0	0	0
• Fall 1985: 232 positions were reported filled in Faculty	28%	39%	9%	25%
▸ 9% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	0	0	100%	0
• None was promoted	0	0	0	0
• Fall 1985: 32 positions were reported filled in Professional/Non-Faculty	31%	34%	25%	9%
▸ 9% of the persons in this position category were 60 years of age or older				
College-Wide				
• 81 full-time persons were hired	33%	25%	31%	11%
• 4 were promoted	100%	0	0	0
• Fall 1985: 430 positions were reported filled college-wide	30%	29%	21%	21%

- Reported in the two lowest salary ranges were:
  18% of all females and, of these, 75% were minority females.
  21% of all males and, of these, 84% were minority males.

- 20% of all full-time females employed by the college were in the secretarial/clerical position category; 73% of these were filled by minority females.

- 21% of all full-time males employed by the college were in the service/maintenance position category; 87% of these were filled by minority males.

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $2,841 or 16%

- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 25%

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SAN FRANCISCO CENTER

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M		BLACK M		HISPANIC M		ASIAN/PAC. ISLANDER M		FILIPINO M		AMER IND/AL NATIVE M	
					F		F		F		F		F		F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	8	4	4	1	1	1			3	1				1	
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	34	21	13	12	5	1	4	3		4	4			1	
FACULTY															
1983-85 SEPARATIONS	38	15	23	10	17	3	3			1	2		1	1	
1983-85 NEW HIRES	29	10	19	6	12	1	4	1	1	2	2				
1983-85 PROMOTIONS	3		3				1				2				
1985 REPORTED STAFF	232	78	154	58	90	5	16	6	16	7	30		1	2	1
PROF/NON-FACULTY															
1983-85 SEPARATIONS	2	2		1				1							
1983-85 NEW HIRES	1	1						1							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	32	11	21	3	11	2	4	1	1	3	5	1		1	
SECTY/CLERICAL															
1983-85 SEPARATIONS	24	3	21	1	3		6		4	1	7	1	1		
1983-85 NEW HIRES	30	7	23		6	2	5	1	5	3	7	1			
1983-85 PROMOTIONS	1		1								1				
1985 REPORTED STAFF	63	12	51	2	14	1	9	2	8	5	17	2	3		
TECH/PARAPROF															
1983-85 SEPARATIONS	10	4	6	2	2	1	1		1	1	2				
1983-85 NEW HIRES	10	5	5	2	2		2	2				1	1		
1983-85 PROMOTIONS															
1985 REPORTED STAFF	24	15	9	7	3	2	3	3	1	2		1	2		
SKILLED CRAFTS															
1983-85 SEPARATIONS	2	2		1								1			
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	4	4		3				1							
SERVICE/MAINT															
1983-85 SEPARATIONS	18	12	6	2	1	9	4		1	1					
1983-85 NEW HIRES	11	11		1		5				4		1			
1983-85 PROMOTIONS															
1985 REPORTED STAFF	41	38	3	5		20	1	4	2	8		1			
GRAND TOTAL															
1983-85 SEPARATIONS	102	42	60	18	24	14	14	1	9	5	11	2	2	2	
1983-85 NEW HIRES	81	34	47	9	20	8	11	5	6	9	9	1	1		
1983-85 PROMOTIONS	4		4				1				3				
1985 REPORTED STAFF	430	179	251	98	123	31	37	20	28	29	56	5	6	4	1

SAN FRANCISCO CENTER

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE					2	2	3	1					8	46,148	369,180
MINORITY MALE						3	3	3					9	51,417	462,756
WHITE FEMALE					1	1	1	1	1				5	50,938	254,688
WHITE MALE						1	9	2					12	49,942	599,304
TOTAL					3	7	16	7	1				34	49,586	1,635,928
FACULTY															
MINORITY FEMALE		1	19	24	20								64	29,479	1,886,659
MINORITY MALE		1	6	10	3								20	28,395	567,904
WHITE FEMALE		3	25	39	23								90	28,638	2,577,419
WHITE MALE		2	11	19	26								58	30,933	1,794,135
TOTAL		7	61	92	72								232	29,423	6,826,117
PROF/NON-FACULTY															
MINORITY FEMALE			1	5	4								10	31,840	318,402
MINORITY MALE		1	2	4	1								8	28,397	227,172
WHITE FEMALE		1	1	2	7								11	32,798	360,775
WHITE MALE				2	1								3	33,254	99,762
TOTAL		2	4	13	13								32	31,441	1,006,111
SECTY/CLERICAL															
MINORITY FEMALE		26	11										37	18,091	669,370
MINORITY MALE		7	3										10	18,275	182,754
WHITE FEMALE		6	8										14	19,546	273,650
WHITE MALE		2											2	17,186	34,372
TOTAL		41	22										63	18,415	1,160,146
TECH/PARAPROF															
MINORITY FEMALE	2	2	2										6	16,202	97,212
MINORITY MALE	2	1	5										8	17,625	140,996
WHITE FEMALE		1	2										3	19,439	58,318
WHITE MALE			5	1	1								7	22,977	160,836
TOTAL	4	4	14	1	1								24	19,057	457,362
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE					1								1	33,748	33,748
WHITE FEMALE															
WHITE MALE					2	1							3	39,802	119,406
TOTAL					3	1							4	38,289	153,154
SERVICE/MAINT															
MINORITY FEMALE		2	1										3	17,949	53,846
MINORITY MALE		19	12	1	1								33	19,283	636,350
WHITE FEMALE															
WHITE MALE		2	3										5	19,053	95,264
TOTAL		23	16	1	1								41	19,158	785,460
GRAND TOTAL															
MINORITY FEMALE	2	31	34	29	26	2	3	1					128	26,521	3,394,669
MINORITY MALE	2	29	28	15	6	3	3	3					89	25,300	2,251,650
WHITE FEMALE		11	36	41	31	1	1	1	1				123	28,657	3,524,850
WHITE MALE		6	19	22	30	2	9	2					90	32,256	2,903,079
TOTAL	4	77	117	107	93	8	16	7	1				430	28,080	12,074,278

SAN FRANCISCO CENTER

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE			1	1	1	1	1	2		1			8	23.50	48.0
MINORITY MALE					3	2	1	2	1				9	26.40	50.1
WHITE FEMALE					1		2	1	1				5	14.70	53.8
WHITE MALE						2	1	5	3	1			12	35.20	56.7
TOTAL			1	1	5	5	5	10	5	2			34	99.80	52.5
FACULTY															
MINORITY FEMALE			8	15	12	9	9	8	2	1			64	27.50	44.6
MINORITY MALE			3	2	2	5	3	2	2	1			20	8.60	47.8
WHITE FEMALE			2	14	28	13	13	11	7	2			90	38.70	47.2
WHITE MALE				9	17	10	6	9	5	2			58	25.00	45.2
TOTAL			13	40	59	37	31	30	16	6			232	99.80	46.8
PROF/NON-FACULTY															
MINORITY FEMALE				5	1		2		2				10	31.20	44.8
MINORITY MALE			2	3		1	2						8	25.00	40.8
WHITE FEMALE				1	1	3	1	5					11	34.30	50.5
WHITE MALE				1		1			1				3	9.30	50.3
TOTAL			2	10	2	5	5	5	3				32	99.80	46.3
SECTY/CLERICAL															
MINORITY FEMALE	4	6	7	3	5	5	2	2	3				37	58.70	38.5
MINORITY MALE		1	1	3	2	1		1	1				10	15.30	41.8
WHITE FEMALE				1	1	2	4	4	1	1			14	22.20	53.3
WHITE MALE				1	1								2	3.10	39.5
TOTAL	4	7	8	8	9	8	6	7	5	1			63	99.80	42.4
TECH/PARAPROF															
MINORITY FEMALE		1	1	1	1	1	1						6	25.00	39.7
MINORITY MALE	2	1	1	3			1						8	33.30	33.4
WHITE FEMALE		1			1						1		3	12.50	45.7
WHITE MALE		1		3		2	1						7	29.10	40.6
TOTAL	2	4	2	7	2	3	3				1		24	99.90	38.6
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE									1				1	25.00	64.0
WHITE FEMALE															
WHITE MALE						1	1	1					3	75.00	51.7
TOTAL						1	1	1	1				4	100.00	54.8
SERVICE/MAINT															
MINORITY FEMALE	1	1						1					3	7.30	34.7
MINORITY MALE	5	2	5	6	2	2	1	6	4				33	80.40	41.4
WHITE FEMALE															
WHITE MALE			2		1				2				5	12.10	46.6
TOTAL	6	3	7	6	3	2	1	7	6				41	99.80	41.6
GRAND TOTAL															
MINORITY FEMALE	5	8	17	25	20	16	15	13	7	2			128	29.70	42.6
MINORITY MALE	7	4	12	17	9	11	8	11	9	1			89	20.60	43.2
WHITE FEMALE		1	2	16	32	18	20	21	9	3	1		123	28.60	48.4
WHITE MALE		1	2	14	19	16	9	15	11	3			90	20.90	48.6
TOTAL	12	14	33	72	80	61	52	60	36	9	1		430	99.80	45.7

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 7 full-time persons were hired	0	71%	29%	0
• 5 were promoted	0	0	0	100%
• Fall 1985 46 positions were reported filled in Executive/Administrative/Managerial	4%	28%	17%	50%
▸ 13% of the persons in this position category were 60 years of age or older				
Faculty				
• 26 full-time faculty were hired	4%	38%	4%	54%
• None was promoted	0	0	0	0
• Fall 1985: 206 positions were reported filled in Faculty	9%	23%	8%	60%
▸ 9% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 16 positions were reported filled in Professional/Non-Faculty	6%	13%	31%	50%
▸ 19% of the persons in this position category were 60 years of age or older				
College-Wide				
• 86 full-time persons were hired	19%	38%	8%	35%
• 37 were promoted	35%	30%	19%	16%
• Fall 1985: 493 positions were reported filled college-wide	15%	29%	15%	41%

- Reported in the two lowest salary ranges were:
  - 39% of all females and, of these, 42% were minority females.
  - 15% of all males and, of these, 51% were minority males.
- 44% of all full-time females employed by the college were in the secretarial/clerical position category; 41% of these were filled by minority females
- 21% of all full-time males employed by the college were in the service/maintenance position category; 56% of these were filled by minority males.
- In the technical/paraprofessional position category, the mean salary of all females exceeded the mean salary of all males by $368 or 2%
- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 20%

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SAN JOAQUIN DELTA COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	7	5	2	3	2					2					
1983-85 NEW HIRES	7	2	5		5	1						1			
1983-85 PROMOTIONS	5	5		5											
1985 REPORTED STAFF	46	31	15	23	13	4		2	1	1		1	1		
FACULTY															
1983-85 SEPARATIONS	30	22	8	28	8	1		1							
1983-85 NEW HIRES	26	15	11	14	10			1			1				
1983-85 PROMOTIONS															
1985 REPORTED STAFF	206	140	66	124	48	4	6	7	5	5	6		1		
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	16	13	3	8	2	2		2		1			1		
SECTY/CLERICAL															
1983-85 SEPARATIONS	21	4	17	1	13			2	3	1			1		
1983-85 NEW HIRES	23	3	20	2	9		4		5		1	1	1		
1983-85 PROMOTIONS	21	2	19		10		2	1	6	1	1				
1985 REPORTED STAFF	104	9	95	2	56	3	8	2	15	1	12	1	4		
TECH/PARAPROF															
1983-85 SEPARATIONS	7	6	1	5				1	1						
1983-85 NEW HIRES	12	5	7	5	4				1		2				
1983-85 PROMOTIONS	5	1	4			1	1		1		1		1		
1985 REPORTED STAFF	34	15	19	11	11	1	2	1	2	2	3		1		
SKILLED CRAFTS															
1983-85 SEPARATIONS	5	5		5											
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	10	10		8		1		1							
SERVICE/MAINT															
1983-85 SEPARATIONS	14	12	2	6	2	2		4							
1983-85 NEW HIRES	17	11	6	8	5	1				1		1	1		
1983-85 PROMOTIONS	6	5	1	1	1	1				1		2			
1985 REPORTED STAFF	77	57	20	25	13	8	1	13	3	6	1	5	2		
GRAND TOTAL															
1983-85 SEPARATIONS	84	54	30	40	25	3		8	4	3			1		
1983-85 NEW HIRES	86	37	49	30	33	2	4	1	6	1	4	3	2		
1983-85 PROMOTIONS	37	13	24	6	11	2	3	1	7	2	2	2	1		
1985 REPORTED STAFF	493	275	218	201	143	23	17	28	26	16	22	7	10		

SAN JOAQUIN DELTA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE							1	1					2	54,158	108,316
MINORITY MALE				3			3	2					8	43,647	349,172
WHITE FEMALE				3	1	4	4	1					13	42,804	556,451
WHITE MALE				4	1	5	7	2	3		1		23	48,768	1,121,659
TOTAL				10	2	9	15	6	3		1		46	46,426	2,135,598
FACULTY															
MINORITY FEMALE				1	12	5							18	38,570	694,262
MINORITY MALE				1	4	8	3						16	42,675	682,798
WHITE FEMALE				13	9	24	2						48	39,514	1,896,669
WHITE MALE				10	22	87	4	1					124	42,559	5,277,361
TOTAL				25	47	124	9	1					206	41,510	8,551,090
PROF/NON-FACULTY															
MINORITY FEMALE						1							1	40,003	40,003
MINORITY MALE					2	3							5	40,010	200,050
WHITE FEMALE					1	1							2	42,142	84,283
WHITE MALE						8							8	45,651	365,209
TOTAL					3	13							16	43,097	689,545
SECTY/CLERICAL															
MINORITY FEMALE	1	25	13										39	17,441	680,207
MINORITY MALE		6	1										7	17,823	124,759
WHITE FEMALE	1	34	20	1									56	18,118	1,014,609
WHITE MALE			2										2	21,012	42,024
TOTAL	2	65	36	1									104	17,900	1,861,599
TECH/PARAPROF															
MINORITY FEMALE		3	3		2								8	23,040	184,320
MINORITY MALE			4										4	21,447	85,788
WHITE FEMALE	1	3	5	2									11	21,091	232,003
WHITE MALE		4	4	3									11	21,579	237,366
TOTAL	1	10	16	5	2								34	21,749	739,477
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			2										2	21,030	42,060
WHITE FEMALE															
WHITE MALE		2	4		2								8	23,802	190,419
TOTAL		2	6		2								10	23,248	232,479
SERVICE/MAINT															
MINORITY FEMALE	2	5											7	13,861	97,026
MINORITY MALE		15	17										32	19,292	617,346
WHITE FEMALE	5	6	2										13	14,347	186,512
WHITE MALE		14	9	2									25	19,212	480,304
TOTAL	7	40	28	2									77	17,938	1,381,188
GRAND TOTAL															
MINORITY FEMALE	3	33	16	1	14	6	1	1					75	24,055	1,804,134
MINORITY MALE		21	24	4	6	11	6	2					74	28,405	2,101,973
WHITE FEMALE	7	43	27	19	11	29	6	1					143	27,766	3,970,527
WHITE MALE		20	19	19	25	100	11	3	3		1		201	38,380	7,714,342
TOTAL	10	117	86	43	56	146	24	7	3		1		493	31,625	15,590,976

SAN JOAQUIN DELTA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE						1		1					2	4.30	54.0
MINORITY MALE				1	3	1	2		1				8	17.30	46.6
WHITE FEMALE			3	2	5	1	1		1				13	28.20	41.4
WHITE MALE				7	1	4	4	3	4				23	50.00	48.3
TOTAL			3	10	9	7	7	4	6				46	99.80	46.3
FACULTY															
MINORITY FEMALE			2	5	6	3	1	1					18	8.70	41.6
MINORITY MALE				1	1	9	2	3					16	7.70	48.4
WHITE FEMALE			5	10	7	6	6	11	2	1			48	23.30	46.7
WHITE MALE			3	16	20	22	26	22	14	1			124	60.10	49.2
TOTAL			10	32	34	40	35	37	16	2			206	99.80	47.9
PROF/NON-FACULTY															
MINORITY FEMALE								1					1	6.20	56.0
MINORITY MALE			1	1	1	1	1						5	31.20	42.4
WHITE FEMALE					1		1						2	12.50	47.5
WHITE MALE					1		2	2	2	1			8	50.00	57.3
TOTAL			1	1	3	1	4	3	2	1			16	99.90	51.3
SECTY/CLERICAL															
MINORITY FEMALE	2	4	6	11	3	4	3	3	3				39	37.50	40.6
MINORITY MALE		2	3	1				1					7	6.70	34.1
WHITE FEMALE	2	4	5	6	5	11	6	9	8				56	53.80	46.1
WHITE MALE		1		1									2	1.90	32.0
TOTAL	4	11	14	19	8	15	9	13	11				104	99.90	43.0
TECH/PARAPROF															
MINORITY FEMALE		2	2	2		1		1					8	23.50	37.4
MINORITY MALE		1	1	2									4	11.70	34.3
WHITE FEMALE	1	2	3	2		2		1					11	32.30	36.2
WHITE MALE	1	2	2	3	2				1				11	32.30	36.3
TOTAL	2	7	8	9	2	3		2	1				34	99.80	36.3
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1	1									2	20.00	34.0
WHITE FEMALE															
WHITE MALE			2	2	1	2		1					8	80.00	41.8
TOTAL			3	3	1	2		1					10	100.00	40.2
SERVICE/MAINT															
MINORITY FEMALE				1	1	2		1	2				7	9.00	50.7
MINORITY MALE	2	7	3	3	1	2	3	10	1				32	41.50	42.3
WHITE FEMALE	3		2	1		2			4	1			13	16.80	44.8
WHITE MALE	2	4	4	4	3	2		4	1	1			25	32.40	40.4
TOTAL	7	11	9	9	5	8	3	15	8	2			77	99.70	42.9
GRAND TOTAL															
MINORITY FEMALE	2	6	10	19	10	11	4	8	5				75	15.20	42.0
MINORITY MALE	2	10	9	10	6	13	8	14	2				74	15.00	42.6
WHITE FEMALE	6	6	18	21	18	22	14	21	15	2			143	29.00	45.0
WHITE MALE	3	7	11	33	28	30	32	32	22	3			201	40.70	47.1
TOTAL	13	29	48	83	62	76	58	75	44	5			493	99.90	45.1

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	0	50%	50%	0
• 3 were promoted	0	67%	0	33%
• Fall 1985: 18 positions were reported filled in Executive/Administrative/Managerial	0	17%	22%	61%
▸ 5% of the persons in this position category were 60 years of age or older				
Faculty				
• 6 full-time faculty were hired	0	33%	17%	50%
• None was promoted	0	0	0	0
• Fall 1985: 124 positions were reported filled in Faculty	5%	31%	10%	55%
▸ 13% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 2 full-time persons were hired	50%	0	0	50%
• None was promoted	0	0	0	0
• Fall 1985: 24 positions were reported filled in Professional/Non-Faculty	17%	33%	8%	42%
▸ 8% of the persons in this position category were 60 years of age or older				
College-Wide				
• 20 full-time persons were hired	30%	30%	10%	30%
• 7 were promoted	43%	43%	0	14%
• Fall 1985: 202 positions were reported filled college-wide	9%	34%	9%	48%

- Reported in the two lowest salary ranges were:
  32% of all females and, of these, 36% were minority females
  5% of all males and, of these, 17% were minority males

- 25% of all full-time females employed by the college were in the secretarial/clerical position category; 36% of these were filled by minority females.

- 0% of all full-time males employed by the college were in the service/maintenance position category; none of these was filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $1,162 or 5%

- In the skilled crafts position category, white males filled 8% of the positions

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STAFF DATA SYSTEM

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SAN JOSE CITY COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/ AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	4	2	2	1	1		1	1							
1983-85 NEW HIRES	2	1	1		1	1									
1983-85 PROMOTIONS	3	1	2	1	2										
1985 REPORTED STAFF	18	15	3	11	3	1		3							
FACULTY															
1983-85 SEPARATIONS	34	25	9	19	7			4	2	1				1	
1983-85 NEW HIRES	6	4	2	3	2			1							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	124	80	44	68	38	3	2	5	2	3	2			1	
PROF/NON-FACULTY															
1983-85 SEPARATIONS	3	1	2		2			1							
1983-85 NEW HIRES	2	1	1	1					1						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	24	12	12	10	8	1	2	1	1		1				
SECTY/CLERICAL															
1983-85 SEPARATIONS	13	1	12	1	5		2		3		2				
1983-85 NEW HIRES	8	1	7	1	2		2		3						
1983-85 PROMOTIONS	4		4		1				3						
1985 REPORTED STAFF	23	1	22	1	14		2		5		1				
TECH/PARAPROF															
1983-85 SEPARATIONS	2	2				1				1					
1983-85 NEW HIRES	2	1	1	1	1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	13	7	6	6	5				1	1					
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
SERVICE/MAINT															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
GRAND TOTAL															
1983-85 SEPARATIONS	56	31	25	21	15	1	3	6	5	2	2			1	
1983-85 NEW HIRES	20	8	12	6	6	1	2	1	4						
1983-85 PROMOTIONS	7	1	6	1	3				3						
1985 REPORTED STAFF	202	115	87	96	68	5	6	9	9	4	4			1	

SAN JOSE CITY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE					1	1		1	1				4	50,072	200,286
WHITE FEMALE							3						3	50,411	151,233
WHITE MALE						1	9	1					11	50,426	554,686
TOTAL					1	2	12	2	1				18	50,345	906,205
FACULTY															
MINORITY FEMALE				2	2	2							6	36,540	219,241
MINORITY MALE					5	7							12	38,746	464,951
WHITE FEMALE			1	6	20	11							38	36,834	1,399,700
WHITE MALE				2	31	34	1						68	39,133	2,661,064
TOTAL			1	10	58	54	1						124	38,266	4,744,956
PROF/NON-FACULTY															
MINORITY FEMALE		1	1	1	1								4	27,016	108,065
MINORITY MALE						2							2	41,841	83,681
WHITE FEMALE				1	3	4							8	38,396	307,166
WHITE MALE			1		4	5							10	38,199	381,987
TOTAL		1	2	2	8	11							24	36,704	880,899
SECTY/CLERICAL															
MINORITY FEMALE		5	3										8	19,001	152,006
MINORITY MALE															
WHITE FEMALE		4	9	1									14	21,318	298,452
WHITE MALE		1											1	16,548	16,548
TOTAL		10	12	1									23	20,305	467,006
TECH/PARAPROF															
MINORITY FEMALE				1									1	30,044	30,044
MINORITY MALE			1										1	25,252	25,252
WHITE FEMALE		1	3	1									5	23,116	115,581
WHITE MALE			3	3									6	25,463	152,779
TOTAL		1	7	5									13	24,897	323,656
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
GRAND TOTAL															
MINORITY FEMALE		6	4	4	3	2							19	26,808	509,356
MINORITY MALE			1		6	10		1	1				19	40,746	774,170
WHITE FEMALE		5	13	9	23	15	3						68	33,414	2,272,132
WHITE MALE		1	4	5	35	40	10	1					96	39,240	3,767,064
TOTAL		12	22	18	67	67	13	2	1				202	36,251	7,322,722

SAN JOSE CITY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE				2			2						4	22.20	45.0
WHITE FEMALE					1		1	1					3	16.60	49.3
WHITE MALE						2	2	6		1			11	61.10	54.8
TOTAL				2	1	2	5	7		1			18	99.90	51.7
FACULTY															
MINORITY FEMALE			1		3	1	1						6	4.80	42.5
MINORITY MALE			1	2	4	3		1	1				12	9.60	44.9
WHITE FEMALE			1	5	13	7	5	6		1			38	30.60	46.5
WHITE MALE			1	6	9	16	9	13	12	1	1		68	54.80	51.0
TOTAL			4	13	29	27	15	20	13	2	1		124	99.80	48.6
PROF/NON-FACULTY															
MINORITY FEMALE	1			1		2							4	16.60	39.8
MINORITY MALE						1	1						2	8.30	51.0
WHITE FEMALE				2			2	2	1	1			8	33.30	52.0
WHITE MALE				2	3	3	1	1					10	41.60	45.5
TOTAL	1			5	3	6	4	3	1	1			24	99.80	47.2
SECTY/CLERICAL															
MINORITY FEMALE	2		3	1		1		1					8	34.70	35.4
MINORITY MALE															
WHITE FEMALE		1	1	2	3	1	3	1	2				14	60.80	46.1
WHITE MALE			1										1	4.30	34.0
TOTAL	2	1	5	3	3	2	3	2	2				23	99.80	41.8
TECH/PARAPROF															
MINORITY FEMALE						1							1	7.60	46.0
MINORITY MALE			1										1	7.60	33.0
WHITE FEMALE	1				2	1		1					5	38.40	41.4
WHITE MALE			1	1	1		3						6	46.10	44.3
TOTAL	1		2	1	3	2	3	1					13	99.70	42.5
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
GRAND TOTAL															
MINORITY FEMALE	3		4	2	3	5	1	1					19	9.40	39.1
MINORITY MALE			2	4	4	4	3	1	1				19	9.40	44.9
WHITE FEMALE	1	1	2	9	19	9	11	11	3	2			68	33.60	46.8
WHITE MALE			3	9	13	21	15	20	12	2	1		96	47.50	50.3
TOTAL	4	1	11	24	39	39	30	33	16	4	1		202	99.90	47.5

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 13 positions were reported filled in Executive/Administrative/Managerial	0	23%	8%	69%
▸ 23% of the persons in this position category were 60 years of age or older				
Faculty				
• 16 full-time faculty were hired	6%	37%	13%	44%
• 1 was promoted	0	0	100%	0
• Fall 1985: 198 positions were reported filled in Faculty	4%	23%	8%	65%
▸ 15% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 2 full-time persons were hired	0	100%	0	0
• 1 was promoted	0	0	0	100%
• Fall 1985: 34 positions were reported filled in Professional/Non-Faculty	12%	29%	6%	53%
▸ 12% of the persons in this position category were 60 years of age or older				
College-Wide				
• 56 full-time persons were hired	16%	43%	13%	29%
• 13 were promoted	8%	54%	23%	15%
• Fall 1985: 375 positions were reported filled college-wide	6%	32%	17%	83%

▸ Reported in the two lowest salary ranges were:
49% of all females and, of these, 17% were minority females.
24% of all males and, of these, 41% were minority males.

▸ 40% of all full-time females employed by the college were in the secretarial/clerical position category; 18% of these were filled by minority females

▸ 12% of all full-time males employed by the college were in the service/maintenance position category; 63% of these were filled by minority males

▸ In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $2,867 or 14%

▸ In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 17%

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AASTFHPS/STFHPS                        C H A N C E L L O R ' S   O F F I C E                              12/03/86
                                C A L I F O R N I A   C O M M U N I T Y   C O L L E G E S                 17:19:44
                                           S T A F F   D A T A   S Y S T E M
COLLEGE OF SAN MATEO
                                                    FULL TIME EMPLOYEES
                     1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

  POSITION                 TOTAL                    NON - HISPANIC                  ASIAN/PAC.              AMER IND/
  CATEGORY                 POSI- TOTAL   TOTAL   WHITE       BLACK      HISPANIC    ISLANDER    FILIPINO   AL NATIVE
                           TIONS MALES FEMALES     M     F     M     F     M     F     M     F     M     F     M     F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS          4     4             3           1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         13    10       3     9     3                 1

FACULTY
  1983-85 SEPARATIONS         43    29      14    27    11     1                 1     1     2
  1983-85 NEW HIRES           16     9       7     7     6                 1           1     1
  1983-85 PROMOTIONS           1     1                                     1
  1985 REPORTED STAFF        198   144      54   129    46     6     5     6           2     3     1

PROF/NON-FACULTY
  1983-85 SEPARATIONS          1             1           1
  1983-85 NEW HIRES            2             2           2
  1983-85 PROMOTIONS           1     1             1
  1985 REPORTED STAFF         34    20      14    18    10     1     2                 1     2

SECTY/CLERICAL
  1983-85 SEPARATIONS         23     4      19     3    13                 1     6
  1983-85 NEW HIRES           17     2      15     2     9           1           5
  1983-85 PROMOTIONS           7     1       6           5           1     1
  1985 REPORTED STAFF         64     7      57     6    47           4           3     1     1           2

TECH/PARAPROF
  1983-85 SEPARATIONS         28    14      14    12    12     1                 1     1                 1
  1983-85 NEW HIRES           12     5       7     4     6                       1     1
  1983-85 PROMOTIONS           4     2       2     1     2     1
  1985 REPORTED STAFF         32    17      15    11    13     2           1     1     3     1

SKILLED CRAFTS
  1983-85 SEPARATIONS
  1983-85 NEW HIRES            2     2             1                       1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF          6     6             5                       1

SERVICE/MAINT
  1983-85 SEPARATIONS         25    12      13     6    10     1           3     2     2     1
  1983-85 NEW HIRES            7     5       2     2     1     2           1     1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         28    27       1    18     1     3          12           2

GRAND TOTAL
  1983-85 SEPARATIONS        124    63      61    51    47     4           4    10     4     3           1
  1983-85 NEW HIRES           56    23      33    16    24     2     1     3     7     2     1
  1983-85 PROMOTIONS          13     5       8     2     7     1     1     2
  1985 REPORTED STAFF        375   231     144   188   120    12    11    21     4     9     7     1     2
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COLLEGE OF SAN MATEO

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE							1						1	49.230	49.230
WHITE FEMALE						1	1		1				3	51,712	155.137
WHITE MALE							8	1					9	50.832	457.941
TOTAL						1	10	1	1				13	50,947	662.308
FACULTY															
MINORITY FEMALE		1		1	6								8	34,445	275.561
MINORITY MALE			1	1	9	4							15	37,889	568.341
WHITE FEMALE			1	17	25	3							46	34,652	1.594,011
WHITE MALE		1	6	14	84	24							129	37,306	4.812,512
TOTAL		2	8	33	124	31							198	36,618	7.250,425
PROF/NON-FACULTY															
MINORITY FEMALE					4								4	37,800	151.201
MINORITY MALE				1	1								2	35,838	71.676
WHITE FEMALE			1	1	7	1							10	35,609	356.092
WHITE MALE				3	13	2							18	37.577	676.389
TOTAL			1	5	25	3							34	36,922	1.255.358
SECTY/CLERICAL															
MINORITY FEMALE		6	3	1									10	19,730	197.304
MINORITY MALE			1										1	19.176	19,176
WHITE FEMALE		19	25	3									47	19.644	923,275
WHITE MALE		3	3										6	17,888	107,328
TOTAL		28	32	4									64	19.486	1.247,083
TECH/PARAPROF															
MINORITY FEMALE		1	1										2	18,096	36,192
MINORITY MALE		1	2	3									6	24,082	144,492
WHITE FEMALE		3	8	2									13	21.467	279,072
WHITE MALE		1	7	2	1								11	23,777	261,552
TOTAL		6	18	7	1								32	22,541	721.308
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1										1	20.232	20.232
WHITE FEMALE															
WHITE MALE			2	3									5	25.538	127,692
TOTAL			3	3									6	24.654	147,924
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		2	15										17	19,066	324,120
WHITE FEMALE			1										1	21,252	21.252
WHITE MALE		2	8										10	19,693	196,932
TOTAL		4	24										28	19,368	542,304
GRAND TOTAL															
MINORITY FEMALE		8	4	2	10								24	27,511	660.258
MINORITY MALE		3	20	5	10	4	1						43	27,843	1,197,267
WHITE FEMALE		22	35	23	32	5	1		1				120	27,740	3.328.839
WHITE MALE		7	26	22	98	26	8	1					188	35,321	6.640,346
TOTAL		40	86	52	150	35	10	1	1				375	31.538	11.826.710

COLLEGE OF SAN MATEO

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE						1							1	7.60	47.0
WHITE FEMALE				1			1		1				3	23.00	50.7
WHITE MALE				1	2	2	1	1	2				9	69.20	50.2
TOTAL				2	2	3	2	1	3				13	99.80	50.1
FACULTY															
MINORITY FEMALE				4	1	2	1						8	4.00	41.5
MINORITY MALE			1	1	3	4	2	2	2				15	7.50	48.2
WHITE FEMALE		1	1	3	11	8	10	6	6				46	23.20	48.6
WHITE MALE			8	11	15	15	26	33	17	4			129	65.10	50.7
TOTAL		1	10	19	30	29	39	41	25	4			198	99.80	49.7
PROF/NON-FACULTY															
MINORITY FEMALE				2	1	1							4	11.70	40.8
MINORITY MALE								2					2	5.80	55.5
WHITE FEMALE			1	1	3	2	2	1					10	29.40	45.4
WHITE MALE			2	1	3	2	3	3	3	1			18	52.90	50.1
TOTAL			3	4	7	5	5	6	3	1			34	99.80	47.9
SECTY/CLERICAL															
MINORITY FEMALE		2	1	1	2	3	1						10	15.60	40.3
MINORITY MALE			1										1	1.50	30.0
WHITE FEMALE		2	4	7	4	5	7	10	6	1	1		47	73.40	48.9
WHITE MALE		3	3										6	9.30	30.0
TOTAL		7	9	8	6	8	8	10	6	1	1		64	99.80	45.5
TECH/PARAPROF															
MINORITY FEMALE		1	1										2	6.20	30.0
MINORITY MALE			1	2	1			2					6	18.70	43.7
WHITE FEMALE	2	3			1	1	2	2	1	1			13	40.60	43.0
WHITE MALE	1	4		2	2		1		1				11	34.30	36.0
TOTAL	3	8	2	4	4	1	3	4	2	1			32	99.80	39.9
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE		1											1	16.60	27.0
WHITE FEMALE															
WHITE MALE		1	1				1		2				5	83.30	47.4
TOTAL		2	1				1		2				6	99.90	44.0
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE	1	1		1	5	3	1	2	3				17	60.70	46.3
WHITE FEMALE									1				1	3.50	63.0
WHITE MALE			1	1	1		4	1	2				10	35.70	50.5
TOTAL	1	1	1	2	6	3	5	3	6				28	99.90	48.4
GRAND TOTAL															
MINORITY FEMALE		3	2	7	4	6	2						24	6.40	39.9
MINORITY MALE	1	2	3	4	9	8	3	8	3				43	11.40	46.2
WHITE FEMALE	2	6	6	12	19	16	22	19	13	2	1		120	32.00	48.0
WHITE MALE	1	8	15	16	23	19	36	38	27	5			188	50.10	49.0
TOTAL	4	19	26	39	55	49	63	65	47	7	1		375	99.90	47.8

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 4 full-time persons were hired	0	50%	0	50%
• 4 were promoted	0	25%	75%	0
• Fall 1985: 24 positions were reported filled in Executive/Administrative/Managerial	0	21%	29%	50%
▸ 8% of the persons in this position category were 60 years of age or older				
Faculty				
• 25 full-time faculty were hired	16%	52	8%	24%
• 2 were promoted	0	100%	0	0
• Fall 1985: 155 positions were reported filled in Faculty	6%	31%	7%	56%
▸ 9% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 3 full-time persons were hired	0	33%	33%	33%
• None was promoted	0	0	0	0
• Fall 1985: 19 positions were reported filled in Professional/Non-Faculty	5%	47%	11%	37%
▸ 16% of the persons in this position category were 60 years of age or older				
College-Wide				
• 74 full-time persons were hired	16%	49%	11%	24%
• 13 were promoted	15%	54%	23%	8%
• Fall 1985: 353 positions were reported filled college-wide	8%	36%	15%	41%

- Reported in the two lowest salary ranges were:
  39% of all females and, of these, 31% were minority females
  25% of all males and, of these, 56% were minority males

- 41% of all full-time females employed by the college were in the secretarial/clerical position category; 22% of these were filled by minority females

- 18% of all full-time males employed by the college were in the service/maintenance position category; 72% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $277 or 1%

- In the skilled crafts position category, white males filled 100% of the positions

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17:19:44

SANTA BARBARA CITY CLG

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	6	4	2	3	2			1							
1983-85 NEW HIRES	4	2	2	2	2										
1983-85 PROMOTIONS	4	3	1		1	1		2							
1985 REPORTED STAFF	24	19	5	12	5	1		6							
FACULTY															
1983-85 SEPARATIONS	29	14	15	13	14				1	1					
1983-85 NEW HIRES	25	8	17	6	13	1		1	3		1				
1983-85 PROMOTIONS	2		2		2										
1985 REPORTED STAFF	155	98	57	87	48	2	3	8	5		1			1	
PROF/NON-FACULTY															
1983-85 SEPARATIONS	1		1		1										
1983-85 NEW HIRES	3	2	1	1	1			1							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	19	9	10	7	9			2	1						
SECTY/CLERICAL															
1983-85 SEPARATIONS	26	3	23	2	17	1			6						
1983-85 NEW HIRES	24		24		16		1		6		1				
1983-85 PROMOTIONS	7	1	6	1	4				1		1				
1985 REPORTED STAFF	70	6	64	3	58		2	2	10	1	2				
TECH/PARAPROF															
1983-85 SEPARATIONS	19	10	9	10	8				1						
1983-85 NEW HIRES	11	7	4	7	4										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	46	28	18	24	14	1		2	2	1	2				
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	1	1		1											
SERVICE/MAINT															
1983-85 SEPARATIONS	12	10	2	4	2			6							
1983-85 NEW HIRES	7	7		2				3		2					
1983-85 PROMOTIONS															
1985 REPORTED STAFF	38	36	2	18		3		21	1	2					1
GRAND TOTAL															
1983-85 SEPARATIONS	93	41	52	32	44	1		7	8	1					
1983-85 NEW HIRES	74	26	48	18	36	1	1	5	9	2	2				
1983-85 PROMOTIONS	13	4	9	1	7	1		2	1		1				
1985 REPORTED STAFF	353	197	156	144	126	7	5	41	19	4	5			1	1

SANTA BARBARA CITY CLG

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE				1	1	1	4						7	45,556	318,890
WHITE FEMALE				1	1	1	1	1					5	43,143	215,713
WHITE MALE					2	4	2	3		1			12	49,273	591,273
TOTAL				2	4	6	7	4		1			24	46,912	1,125,876
FACULTY															
MINORITY FEMALE	1	2		2	4								9	28,010	252,090
MINORITY MALE		1	1	2	6	1							11	33,328	366,609
WHITE FEMALE	2	1	7	9	27	1	1						48	33,293	1,598,063
WHITE MALE			1	14	64	8							87	36,650	3,188,579
TOTAL	3	4	9	27	101	10	1						155	34,873	5,405,341
PROF/NON-FACULTY															
MINORITY FEMALE					1								1	36,138	36,138
MINORITY MALE				1		1							2	34,932	69,863
WHITE FEMALE		1	3	2	1	2							9	28,380	255,424
WHITE MALE			1	2		4							7	35,748	250,236
TOTAL		1	4	5	2	7							19	32,193	611,661
SECTY/CLERICAL															
MINORITY FEMALE		13	1										14	16,075	225,047
MINORITY MALE		3											3	16,271	48,814
WHITE FEMALE	3	30	16	1									50	17,371	868,553
WHITE MALE		2	1										3	17,837	53,510
TOTAL	3	48	18	1									70	17,085	1,195,924
TECH/PARAPROF															
MINORITY FEMALE		1	3										4	19,966	79,862
MINORITY MALE		1	2	1									4	22,607	90,429
WHITE FEMALE		5	9										14	18,878	264,288
WHITE MALE	1	12	11										24	18,861	452,661
TOTAL	1	19	25	1									46	19,288	887,240
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE			1										1	25,668	25,668
TOTAL			1										1	25,668	25,568
SERVICE/MAINT															
MINORITY FEMALE		2											2	13,459	26,917
MINORITY MALE		23	3										26	16,869	438,604
WHITE FEMALE															
WHITE MALE		7	3										10	17,341	173,410
TOTAL		32	6										38	16,814	638,931
GRAND TOTAL															
MINORITY FEMALE	1	18	4	2	5								30	20,668	620,054
MINORITY MALE		28	6	5	7	3	4						53	25,155	1,333,229
WHITE FEMALE	5	37	35	13	29	4	2	1					126	25,413	3,202,041
WHITE MALE	1	21	18	16	66	16	2	3		1			144	32,884	4,735,337
TOTAL	7	104	63	36	107	23	8	4		1			353	28,019	9,890,641

SANTA BARBARA CITY CLG

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE				1	3	1	1		1				7	29.10	46.4
WHITE FEMALE			1	1	1		1	1					5	20.80	44.2
WHITE MALE					1	3	3	4	1				12	50.00	52.3
TOTAL			1	2	5	4	5	5	2				24	99.90	48.9
FACULTY															
MINORITY FEMALE		2		2	2		2	1					9	5.80	41.1
MINORITY MALE		1		3	2	4	1						11	7.00	42.4
WHITE FEMALE		3	2	8	10	10	6	6	3				48	30.90	45.6
WHITE MALE			4	11	16	14	16	15	8	3			87	56.10	48.9
TOTAL		6	6	24	30	28	25	22	11	3			155	99.80	47.0
PROF/NON-FACULTY															
MINORITY FEMALE				1									1	5.20	35.0
MINORITY MALE					1			1					2	10.50	49.5
WHITE FEMALE				2	3		1	2	1				9	47.30	47.6
WHITE MALE			1	1				3	2				7	36.80	51.3
TOTAL			1	4	4		1	6	3				19	99.80	48.5
SECTY/CLERICAL															
MINORITY FEMALE	3	2	2	2	1	3		1					14	20.00	35.6
MINORITY MALE	1		2										3	4.20	29.7
WHITE FEMALE	3	3	4	4	9	5	6	7	7	2			50	71.40	46.4
WHITE MALE							1	2					3	4.20	55.7
TOTAL	7	5	8	6	10	8	7	10	7	2			70	99.80	43.9
TECH/PARAPROF															
MINORITY FEMALE		1	1	1					1				4	8.60	39.3
MINORITY MALE		1	1	1			1						4	8.60	37.3
WHITE FEMALE		1	2	6	2	2		1					14	30.40	39.1
WHITE MALE	4	7	4	4	1	2	2						24	52.10	32.8
TOTAL	4	10	8	12	3	4	3	1	1				46	99.70	35.7
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE								1					1	100.00	55.0
TOTAL								1					1	100.00	55.0
SERVICE/MAINT															
MINORITY FEMALE					1			1					2	5.20	50.0
MINORITY MALE	1		3	7	5		3	3	3	1			26	68.40	44.9
WHITE FEMALE															
WHITE MALE		2		3		2			2	1			10	26.30	44.2
TOTAL	1	2	3	10	6	2	3	4	5	2			38	99.90	45.0
GRAND TOTAL															
MINORITY FEMALE	3	5	3	6	4	3	2	3	1				30	8.40	38.7
MINORITY MALE	2	2	6	12	11	5	6	4	4	1			53	15.00	43.3
WHITE FEMALE	3	7	9	21	25	17	14	17	11	2			126	35.60	45.3
WHITE MALE	4	9	9	19	18	21	22	25	13	4			144	40.70	46.5
TOTAL	12	23	27	58	58	46	44	49	29	7			353	99.70	44.9

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 5 full-time persons were hired	40%	20%	20%	20%
• 2 were promoted	0	100%	0	0
• Fall 1985: 37 positions were reported filled in Executive/Administrative/Managerial	8%	30%	19%	43%
▸ 11% of the persons in this position category were 60 years of age or older				
Faculty				
• 40 full-time faculty were hired	15%	42%	10%	32%
• None was promoted	0	0	0	0
• Fall 1985: 209 positions were reported filled in Faculty	8%	32%	8%	52%
▸ 15% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 22 positions were reported filled in Professional/Non-Faculty	14%	36%	27%	23%
▸ 18% of the persons in this position category were 60 years of age or older				
College-Wide				
• 91 full-time persons were hired	18%	35%	16%	31%
• 39 were promoted	18%	59%	13%	10%
• Fall 1985: 432 positions were reported filled college-wide	12%	31%	16%	41%

- Reported in the two lowest salary ranges were:
  9% of all females and, of these, 29% were minority females.
  6% of all males and, of these, 53% were minority males.

- 30% of all full-time females employed by the college were in the secretarial/clerical position category; 33% of these were filled by minority females.

- 19% of all full-time males employed by the college were in the service/maintenance position category; 67% of these were filled by minority males.

- In the technical/paraprofessional position category, the mean salary of all females exceeded the mean salary of all males by $2,187 or 8%.

- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males fill 8%.

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AASTFHPS/STFHPS                               C H A N C E L L O R ' S   O F F I C E                          12/03/86
                                   C A L I F O R N I A   C O M M U N I T Y   C O L L E G E S                 17:19:44
                                              S T A F F   D A T A   S Y S T E M
SANTA MONICA COLLEGE
                                                       FULL TIME EMPLOYEES
                      1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

   POSITION                    TOTAL                   NON - HISPANIC                    ASIAN/PAC.               AMER IND/
   CATEGORY                    POSI-  TOTAL   TOTAL     WHITE      BLACK       HISPANIC    ISLANDER    FILIPINO    AL NATIVE
                               TIONS  MALES FEMALES       M     F     M     F     M     F     M     F     M     F     M     F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS              6      4       2       3     2                 1
  1983-85 NEW HIRES                5      2       3       1     1     1                 1           1
  1983-85 PROMOTIONS               2              2             2
  1985 REPORTED STAFF             37     23      14      16    11     5     1     2                 1                       1

FACULTY
  1983-85 SEPARATIONS             36     20      16      17    13     1     2     2     1
  1983-85 NEW HIRES               40     17      23      13    17     2     4     1     2     1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF            209    126      83     109    67     6     7     7     6     4     2                       1

PROF/NON-FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF             22     11      11       5     8     3     2     2     1     1

SECTY/CLERICAL
  1983-85 SEPARATIONS             13      3      10       2     6     1     2           2
  1983-85 NEW HIRES               19      4      15       2    11     2     1           2           1
  1983-85 PROMOTIONS              27      1      26       1    20           1           2           2           1
  1985 REPORTED STAFF             63      9      54       6    36     3     7           5           5           1

TECH/PARAPROF
  1983-85 SEPARATIONS             24     17       7      11     6     4           2     1
  1983-85 NEW HIRES               13      9       4       6     2     2                             1     1     1
  1983-85 PROMOTIONS               3      1       2             1     1                             1
  1985 REPORTED STAFF             32     20      12      15     7     4     1           1           2     1     1

SKILLED CRAFTS
  1983-85 SEPARATIONS              4      4               4
  1983-85 NEW HIRES                1      1               1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF             12     12              11           1

SERVICE/MAINT
  1983-85 SEPARATIONS              7      7               4           3
  1983-85 NEW HIRES               13     10       3       5     1     2     2     2                       1
  1983-85 PROMOTIONS               7      7               3           3           1
  1985 REPORTED STAFF             57     48       9      16     3    22     4     8     2     1           1

GRAND TOTAL
  1983-85 SEPARATIONS             90     55      35      41    27     9     4     5     4
  1983-85 NEW HIRES               91     43      48      28    32     9     7     3     5     1     3     2     1
  1983-85 PROMOTIONS              39      9      30       4    23     4     1     1     2           3           1
  1985 REPORTED STAFF            432    249     183     178   132    44    22    19    15     6    10     2     2           2
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SANTA MONICA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE				1		1		1					3	42,930	128,791
MINORITY MALE				1	1		3	2					7	48,040	336,280
WHITE FEMALE				1	5	1		3	1				11	44,855	493,405
WHITE MALE						1	2	10	2	1			16	58,292	932,679
TOTAL				3	6	3	5	16	3	1			37	51,112	1,891,156
FACULTY															
MINORITY FEMALE		1		6	4	4		1					16	35,877	574,031
MINORITY MALE			1	4	4	7	1						17	37,543	638,224
WHITE FEMALE	1		2	10	19	29	6						67	38,600	2,586,217
WHITE MALE		1	2	8	26	59	13						109	40,671	4,433,167
TOTAL	1	2	5	28	53	99	20	1					209	39,386	8,231,639
PROF/NON-FACULTY															
MINORITY FEMALE				1		2							3	40,587	121,761
MINORITY MALE				2		4							6	37,613	225,678
WHITE FEMALE				1	4	3							8	38,945	311,559
WHITE MALE			1		1	3							5	38,136	190,679
TOTAL			1	4	5	12							22	38,622	849,577
SECTY/CLERICAL															
MINORITY FEMALE			14	4									18	23,345	420,210
MINORITY MALE		2	1										3	18,583	55,750
WHITE FEMALE		10	15	9	2								36	23,604	849,723
WHITE MALE		2	4										6	20,756	124,536
TOTAL		14	34	13	2								63	23,019	1,450,224
TECH/PARAPROF															
MINORITY FEMALE			3		1	1							5	27,861	139,334
MINORITY MALE		2	2	1									5	22,894	114,470
WHITE FEMALE			3	2	1	1							7	28,109	196,764
WHITE MALE		2	7	3	3								15	26,794	401,939
TOTAL		4	15	6	5	2							32	26,639	852,447
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				1									1	28,512	28,512
WHITE FEMALE															
WHITE MALE			3	8									11	27,770	305,472
TOTAL			3	9									12	27,832	333,984
SERVICE/MAINT															
MINORITY FEMALE		4	2										6	19,390	116,340
MINORITY MALE		4	24	4									32	22,269	712,598
WHITE FEMALE		1			1	1							3	29,677	89,032
WHITE MALE		2	12	2									16	22,193	355,088
TOTAL		11	38	6	1	1							57	22,334	1,273,058
GRAND TOTAL															
MINORITY FEMALE		5	19	12	5	8		2					51	29,420	1,500,437
MINORITY MALE		8	28	13	5	11	4	2					71	29,740	2,111,512
WHITE FEMALE	1	11	20	23	32	35	6	3	1				132	34,293	4,526,706
WHITE MALE		7	29	21	30	63	15	10	2	1			178	37,885	6,743,530
TOTAL	1	31	96	69	72	117	25	17	3	1			432	34,450	14,882,185

SANTA MONICA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE				2	1								3	8.10	39.7
MINORITY MALE			1	1	3	1			1				7	18.90	43.6
WHITE FEMALE			1	3	1		4	1	1				11	29.70	47.3
WHITE MALE			1	3		1	3	6	2				16	43.20	50.8
TOTAL			3	9	5	2	7	7	4				37	99.90	47.5
FACULTY															
MINORITY FEMALE		1		5	5	2	2	1					16	7.60	42.3
MINORITY MALE		1		2	10	2		1		1			17	8.10	43.4
WHITE FEMALE		1	8	18	7	8	7	12	3	3			67	32.00	45.3
WHITE MALE	1	1	3	10	19	15	22	14	18	6			109	52.10	50.4
TOTAL	1	4	11	35	41	27	31	28	21	10			209	99.80	47.5
PROF/NON-FACULTY															
MINORITY FEMALE			1		1		1						3	13.60	42.3
MINORITY MALE			2	2		2							6	27.20	37.5
WHITE FEMALE			1	2	1		1		2		1		8	36.30	49.9
WHITE MALE			1	1			1	1	1				5	22.70	47.0
TOTAL			5	5	2	2	3	1	3		1		22	99.80	44.8
SECTY/CLERICAL															
MINORITY FEMALE		2	5	5	2	1	2		1				18	28.50	38.7
MINORITY MALE	1	1		1									3	4.70	28.7
WHITE FEMALE	1	2	2	3	4	2	3	10	8	1			36	57.10	49.8
WHITE MALE		1	2	2			1						6	9.50	37.0
TOTAL	2	6	9	11	6	3	6	10	9	1			63	99.80	44.4
TECH/PARAPROF															
MINORITY FEMALE		2	1			2							5	15.60	36.0
MINORITY MALE		2		2	1								5	15.60	33.6
WHITE FEMALE			1	2			3	1					7	21.80	45.9
WHITE MALE		1	4	3	3	1		2				1	15	46.80	42.5
TOTAL		5	6	7	4	3	3	3				1	32	99.80	40.8
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE							1						1	8.30	50.0
WHITE FEMALE															
WHITE MALE	1	5	1		1	2			1				11	91.60	34.9
TOTAL	1	5	1		1	2	1		1				12	99.90	36.2
SERVICE/MAINT															
MINORITY FEMALE	1					3	1	1					6	10.50	45.8
MINORITY MALE	2	3	8	2	3	7	4	1		2			32	56.10	40.5
WHITE FEMALE			2			1							3	5.20	37.7
WHITE MALE	1	2	4	2		2	4			1			16	28.00	40.3
TOTAL	4	5	14	4	3	13	9	2		3			57	99.80	40.9
GRAND TOTAL															
MINORITY FEMALE	1	5	7	12	9	8	6	2	1				51	11.80	40.6
MINORITY MALE	3	7	11	10	17	12	5	2	1	3			71	16.40	40.4
WHITE FEMALE	1	3	15	28	13	11	18	24	14	4	1		132	30.50	46.8
WHITE MALE	3	10	16	21	23	21	31	23	22	7		1	178	41.20	47.3
TOTAL	8	25	49	71	62	52	60	51	38	14	1	1	432	99.90	45.2

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 6 full-time persons were hired	0	33%	17%	50%
• 4 were promoted	0	0	0	100%
• Fall 1985: 50 positions were reported filled in Executive/Administrative/Managerial	2%	30%	14%	54%
▸ 12% of the persons in this position category were 60 years of age or older				
Faculty				
• 35 full-time faculty were hired	3%	46%	0	51%
• None was promoted	0	0	0	0
• Fall 1985: 216 positions were reported filled in Faculty	3%	31%	5%	62%
▸ 9% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 21 positions were reported filled in Professional/Non-Faculty	5%	33%	10%	52%
▸ 14% of the persons in this position category were 60 years of age or older				
College-Wide				
• 93 full-time persons were hired	8%	56%	2%	34%
• 6 were promoted	0	0	0	100%
• Fall 1985: 451 positions were reported filled college-wide	5%	39%	6%	50%

- ▸ Reported in the two lowest salary ranges were:
  44% of all females and, of these, 13% were minority females.
  12% of all males and, of these, 13% were minority males.
- ▸ 38% of all full-time females employed by the college were in the secretarial/clerical position category; 13% of these were filled by minority females.
- ▸ 10% of all full-time males employed by the college were in the service/maintenance position category; 23% of these were filled by minority males.
- ▸ In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $1,968 or 11%.
- ▸ In the skilled crafts position category, males filled 100% of the positions and, of these, minority males fill 14%.

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SANTA ROSA JUNIOR COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/ AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	9	5	4	4	4			1							
1983-85 NEW HIRES	6	4	2	3	2			1							
1983-85 PROMOTIONS	4	4		4											
1985 REPORTED STAFF	50	34	16	27	15			4		1	1	1		1	
FACULTY															
1983-85 SEPARATIONS	43	24	19	24	18										1
1983-85 NEW HIRES	35	18	17	18	16								1		
1983-85 PROMOTIONS															
1985 REPORTED STAFF	216	144	72	134	66	3		4	2	3	1		1		2
PROF/NON-FACULTY															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	21	13	8	11	7	1			1					1	
SECTY/CLERICAL															
1983-85 SEPARATIONS	26		26		24				2						
1983-85 NEW HIRES	26	2	24	2	20		1		2		1				
1983-85 PROMOTIONS															
1985 REPORTED STAFF	82	7	75	7	65		1		3		3		2		1
TECH/PARAPROF															
1983-85 SEPARATIONS	12	4	8	4	8										
1983-85 NEW HIRES	21	6	15	6	13				2						
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	44	22	22	22	18		1		3						
SKILLED CRAFTS															
1983-85 SEPARATIONS	2	2		2											
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	7	7		6								1			
SERVICE/MAINT															
1983-85 SEPARATIONS	10	6	4	4	4	2									
1983-85 NEW HIRES	5	4	1	3	1	1									
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	31	26	5	20	5			4		1		1			
GRAND TOTAL															
1983-85 SEPARATIONS	103	42	61	39	58	2		1	2						1
1983-85 NEW HIRES	93	34	59	32	52	1	1	1	4		1		1		
1983-85 PROMOTIONS	6	6		6											
1985 REPORTED STAFF	451	253	198	227	176	4	2	12	9	5	5	3	3	2	3

SANTA ROSA JUNIOR COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE			1										1	21,456	21,456
MINORITY MALE			2		2	1	2						7	37,639	263,472
WHITE FEMALE		2	4	3	1	2	1	2					15	33,181	497,705
WHITE MALE			2	4	6		4	8	2		1		27	46,607	1,258,382
TOTAL		2	9	7	9	3	7	10	2		1		50	40,820	2,041,018
FACULTY															
MINORITY FEMALE				2	1	3							6	36,620	219,718
MINORITY MALE				2	4	4							10	38,195	381,949
WHITE FEMALE		3	4	15	20	24							66	35,547	2,346,108
WHITE MALE			2	22	36	74							134	38,561	5,167,213
TOTAL		3	6	41	61	105							216	37,569	8,114,988
PROF/NON-FACULTY															
MINORITY FEMALE				1									1	31,370	31,370
MINORITY MALE					1	1							2	39,048	78,095
WHITE FEMALE				1	3	3							7	38,823	271,761
WHITE MALE				4	1	6							11	36,810	404,906
TOTAL				6	5	10							21	37,435	786,132
SECTY/CLERICAL															
MINORITY FEMALE	1	9											10	15,995	159,948
MINORITY MALE															
WHITE FEMALE	1	52	12										65	17,218	1,119,157
WHITE MALE	1	4	2										7	17,586	123,101
TOTAL	3	65	14										82	17,100	1,402,206
TECH/PARAPROF															
MINORITY FEMALE		1	3										4	18,971	75,883
MINORITY MALE															
WHITE FEMALE		14	4										18	17,375	312,752
WHITE MALE	2	7	12	1									22	19,633	431,931
TOTAL	2	22	19	1									44	18,649	820,566
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1										1	25,906	25,906
WHITE FEMALE															
WHITE MALE			6										6	24,889	149,336
TOTAL			7										7	25,035	175,242
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		4	2										6	19,519	117,111
WHITE FEMALE		4	1										5	17,928	89,642
WHITE MALE		13	7										20	18,645	372,906
TOTAL		21	10										31	18,699	579,659
GRAND TOTAL															
MINORITY FEMALE	1	10	4	3	1	3							22	23,108	508,375
MINORITY MALE		4	5	2	7	6	2						26	33,328	866,533
WHITE FEMALE	1	75	25	19	24	29	1	2					176	26,347	4,637,128
WHITE MALE	3	24	31	31	43	80	4	8	2		1		227	34,836	7,907,775
TOTAL	5	113	65	55	75	118	7	10	2		1		451	30,864	13,919,811

SANTA ROSA JUNIOR COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE							1						1	2.00	52.0
MINORITY MALE			2	2	2		1						7	14.00	39.4
WHITE FEMALE			2	5	1	1	1		3	1	1		15	30.00	47.8
WHITE MALE		1	2	3	7	5	3	5	1				27	54.00	45.9
TOTAL		1	6	10	10	6	6	5	4	1	1		50	100.00	45.7
FACULTY															
MINORITY FEMALE				2	1	2	1						6	2.70	43.3
MINORITY MALE				2	6	1			1				10	4.60	44.2
WHITE FEMALE			4	12	15	15	5	6	7	1	1		66	30.50	46.5
WHITE MALE		2	11	15	30	24	30	12	9	1			134	62.00	46.3
TOTAL		2	15	31	52	42	36	18	17	2	1		216	99.80	46.2
PROF/NON-FACULTY															
MINORITY FEMALE			1										1	4.70	32.0
MINORITY MALE			1			1							2	9.50	40.0
WHITE FEMALE				3	1	2		1					7	33.30	43.4
WHITE MALE			3	1	1	1	1	1	3				11	52.30	47.4
TOTAL			5	4	2	4	1	2	3				21	99.80	44.6
SECTY/CLERICAL															
MINORITY FEMALE		2	2	2		2	1	1					10	12.10	38.6
MINORITY MALE															
WHITE FEMALE	4	4	8	10	11	6	6	8	5	3			65	79.20	43.8
WHITE MALE			1	4		1	1						7	8.50	39.3
TOTAL	4	6	11	16	11	9	8	9	5	3			82	99.80	42.7
TECH/PARAPROF															
MINORITY FEMALE		1			2	1							4	9.00	38.0
MINORITY MALE															
WHITE FEMALE	1	1	4	5	4	2	1						18	40.90	37.2
WHITE MALE	2	2	6	2	4	4	1		1				22	50.00	38.0
TOTAL	3	4	10	7	10	7	2		1				44	99.90	37.7
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE								1					1	14.20	58.0
WHITE FEMALE															
WHITE MALE						3		3					6	85.70	51.7
TOTAL						3		4					7	99.90	52.6
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE			1			2	1	1	1				6	19.30	49.8
WHITE FEMALE			3		1	1							5	16.10	36.0
WHITE MALE		1	3	4	4	4	1	2	1				20	64.50	42.2
TOTAL		1	7	4	5	7	2	3	2				31	99.90	42.7
GRAND TOTAL															
MINORITY FEMALE		3	3	4	3	5	3	1					22	4.80	40.1
MINORITY MALE			4	4	8	4	2	2	2				26	5.70	44.4
WHITE FEMALE	5	5	21	35	33	27	13	15	15	5	2		176	39.00	44.2
WHITE MALE	2	6	26	29	46	42	37	23	15	1			227	50.30	45.1
TOTAL	7	14	54	72	90	78	55	41	32	6	2		451	99.80	44.5

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	0	0	50%	50%
• 10 were promoted	0	20%	0	80%
• Fall 1985: 20 positions were reported filled in Executive/Administrative/Managerial	0	20%	10%	70%
▸ 5% of the persons in this position category were 60 years of age or older				
Faculty				
• 15 full-time faculty were hired	0	20%	0	80%
• 4 were promoted	0	50%	0	50%
• Fall 1985: 124 positions were reported filled in Faculty	2%	31%	2%	65%
▸ 3% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 8 positions were reported filled in Professional/Non-Faculty	13%	50%	0	37%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 30 full-time persons were hired	13%	33%	7%	47%
• 29 were promoted	7%	38%	3%	52%
•▸ Fall 1985: 253 positions were reported filled college-wide	6%	39%	5%	50%

- ▸ Reported in the two lowest salary ranges were:
  37% of all females and, of these, 21% were minority females
  16% of all males and, of these, 41% were minority males.

- ▸ 40% of all full-time females employed by the college were in the secretarial/clerical position category; 24% of these were filled by minority females

- ▸ 18% of all full-time males employed by the college were in the service/maintenance position category; 36% of these were filled by minority male.

- ▸ In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $1,716 or 8%

- ▸ In the skilled crafts position category, white males filled 100% of the positions

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COLLEGE OF THE SEQUOIAS

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSITIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE		BLACK		HISPANIC		ASIAN/PAC. ISLANDER		FILIPINO		AMER IND/AL NATIVE	
				M	F	M	F	M	F	M	F	M	F	M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	7	6	1	6	1										
1983-85 NEW HIRES	2	2		1				1							
1983-85 PROMOTIONS	10	8	2	8	2										
1985 REPORTED STAFF	20	16	4	14	4			2							
FACULTY															
1983-85 SEPARATIONS	29	24	5	24	5										
1983-85 NEW HIRES	15	12	3	12	3										
1983-85 PROMOTIONS	4	2	2	2	2										
1985 REPORTED STAFF	124	83	41	81	39	1	1	1			1				
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	8	3	5	3	4						1				
SECTY/CLERICAL															
1983-85 SEPARATIONS	6		6		5		1								
1983-85 NEW HIRES	6		6		2				3		1				
1983-85 PROMOTIONS	7		7		6				1						
1985 REPORTED STAFF	47	1	46	1	35				9		2				
TECH/PARAPROF															
1983-85 SEPARATIONS	1		1		1										
1983-85 NEW HIRES	3		3		3										
1983-85 PROMOTIONS	3	2	1	2					1						
1985 REPORTED STAFF	13	5	8	5	7				1						
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	6	6		6											
SERVICE/MAINT															
1983-85 SEPARATIONS	13	10	3	7	3			3							
1983-85 NEW HIRES	4	2	2	1	2			1							
1983-85 PROMOTIONS	4	3	1	2	1			1							
1985 REPORTED STAFF	35	25	10	16	9	1		8	1						
GRAND TOTAL															
1983-85 SEPARATIONS	56	40	16	37	15		1	3							
1983-85 NEW HIRES	30	16	14	14	10			2	3		1				
1983-85 PROMOTIONS	29	16	13	15	11			1	2						
1985 REPORTED STAFF	253	139	114	126	98	2	1	11	11		4				

COLLEGE OF THE SEQUOIAS

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE						1		1					2	50,950	101,899
WHITE FEMALE			2	1			1						4	31,106	124,425
WHITE MALE				1	1	3	2	6	1				14	49,795	697,129
TOTAL			2	2	1	4	3	7	1				20	46,173	923,453
FACULTY															
MINORITY FEMALE						2							2	40,440	80,880
MINORITY MALE				1	1								2	34,419	68,838
WHITE FEMALE		2	1	9	16	10	1						39	35,208	1,373,120
WHITE MALE		1	2	8	30	40							81	37,953	3,074,154
TOTAL		3	3	18	47	52	1						124	37,073	4,596,992
PROF/NON-FACULTY															
MINORITY FEMALE					1								1	33,570	33,570
MINORITY MALE															
WHITE FEMALE					2	2							4	38,269	153,077
WHITE MALE					2	1							3	36,240	108,720
TOTAL					5	3							8	36,921	295,367
SECTY/CLERICAL															
MINORITY FEMALE	1	7	3										11	16,609	182,693
MINORITY MALE															
WHITE FEMALE		20	15										35	19,122	669,268
WHITE MALE		1											1	18,348	18,348
TOTAL	1	28	18										47	18,517	870,314
TECH/PARAPROF															
MINORITY FEMALE			1										1	20,136	20,136
MINORITY MALE															
WHITE FEMALE		2	5										7	21,069	147,484
WHITE MALE		1	3	1									5	22,659	113,344
TOTAL		3	9	1									13	21,613	280,964
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE			3	3									6	26,092	156,552
TOTAL			3	3									6	26,092	156,552
SERVICE/MAINT															
MINORITY FEMALE	1												1	9,403	9,403
MINORITY MALE		9											9	17,179	154,608
WHITE FEMALE	5	4											9	12,896	116,061
WHITE MALE	1	9	6										16	18,429	294,865
TOTAL	7	22	6										35	16,427	574,937
GRAND TOTAL															
MINORITY FEMALE	2	7	4		1	2							16	20,418	326,687
MINORITY MALE		9		1	1	1		1					13	25,027	325,345
WHITE FEMALE	5	28	23	10	18	12	2						98	26,362	2,583,435
WHITE MALE	1	12	14	13	33	44	2	6	1				126	35,422	4,463,112
TOTAL	8	56	41	24	53	59	4	7	1				253	30,429	7,698,579

COLLEGE OF THE SEQUOIAS

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE					1		1						2	10.00	48.5
WHITE FEMALE					1	1		1		1			4	20.00	52.5
WHITE MALE				2	4	4	2	2					14	70.00	47.4
TOTAL				2	6	5	3	3		1			20	100.00	48.5
FACULTY															
MINORITY FEMALE				1	1								2	1.60	39.0
MINORITY MALE				1		1							2	1.60	42.0
WHITE FEMALE		1	4	5	7	6	13	2		1			39	31.40	45.3
WHITE MALE		1	3	6	17	18	20	13	3				81	65.30	47.7
TOTAL		2	7	13	25	25	33	15	3	1			124	99.90	46.7
PROF/NON-FACULTY															
MINORITY FEMALE			1										1	12.50	33.0
MINORITY MALE															
WHITE FEMALE			1		1	1		1					4	50.00	44.3
WHITE MALE				1	1		1						3	37.50	42.0
TOTAL			2	1	2	1	1	1					8	100.00	42.0
SECTY/CLERICAL															
MINORITY FEMALE		1	4	4	1		1						11	23.40	36.1
MINORITY MALE															
WHITE FEMALE		2	2	6	8	9	2	3	3				35	74.40	44.7
WHITE MALE				1									1	2.10	39.0
TOTAL		3	6	11	9	9	3	3	3				47	99.90	42.5
TECH/PARAPROF															
MINORITY FEMALE					1								1	7.60	42.0
MINORITY MALE															
WHITE FEMALE		3		1		1		2					7	53.80	40.1
WHITE MALE				1	1	2			1				5	38.40	47.6
TOTAL		3		2	2	3		2	1				13	99.80	43.2
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE				1	1	2	1			1			6	100.00	49.3
TOTAL				1	1	2	1			1			6	100.00	49.3
SERVICE/MAINT															
MINORITY FEMALE					1								1	2.80	44.0
MINORITY MALE			1	1	1	3	2		1				9	25.70	45.6
WHITE FEMALE				2	1	2	3	1					9	25.70	47.4
WHITE MALE			4	2	1	5		2	1	1			16	45.70	45.1
TOTAL			5	5	4	10	5	3	2	1			35	99.90	45.8
GRAND TOTAL															
MINORITY FEMALE		1	5	5	4		1						16	6.30	37.1
MINORITY MALE			1	2	2	4	3		1				13	5.10	45.5
WHITE FEMALE		6	7	14	18	20	18	10	3	2			98	38.70	45.2
WHITE MALE		1	7	14	25	31	24	17	5	2			126	49.80	47.2
TOTAL		8	20	35	49	55	46	27	9	4			253	99.90	45.7

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 13 positions were reported filled in Executive/Administrative/Managerial	0	23%	8%	69%
▸ 8% of the persons in this position category were 60 years of age or older				
Faculty				
• 4 full-time faculty were hired	0	25%	0	75%
• 2 were promoted	0	100%	0	0
• Fall 1985: 108 positions were reported filled in Faculty	1%	27%	3%	69%
▸ 5% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 14 positions were reported filled in Professional/Non-Faculty	0	29%	0	71%
▸ 14% of the persons in this position category were 60 years of age or older				
College-Wide				
• 23 full-time persons were hired	0	52%	4%	43%
• 10 were promoted	0	80%	0	20%
• Fall 1985: 251 positions were reported filled college-wide	0	42%	9%	91%

▸ Reported in the two lowest salary ranges were:
55% of all females and, of these, none was minority female.
17% of all males and, of these, 4% were minority males.

▸ 46% of all full-time females employed by the college were in the secretarial/clerical position category; none of these was filled by minority females

▸ 19% of all full-time males employed by the college were in the service/maintenance position category; 4% of these were filled by minority males

▸ In the technical/paraprofessional position category, the mean salary of all females exceeded the mean salary of all males by $54 or less than 1%

▸ In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 9%

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SHASTA COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI- TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	13	10	3	9	3	1									
FACULTY															
1983-85 SEPARATIONS	12	7	5	7	4				1						
1983-85 NEW HIRES	4	3	1	3	1										
1983-85 PROMOTIONS	2		2		2										
1985 REPORTED STAFF	108	78	30	75	29			3	1						
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	14	10	4	10	4										
SECTY/CLERICAL															
1983-85 SEPARATIONS	13		13		12		1								
1983-85 NEW HIRES	7		7		7										
1983-85 PROMOTIONS	6		6		6										
1985 REPORTED STAFF	49		49		49										
TECH/PARAPROF															
1983-85 SEPARATIONS	10	3	7	3	7										
1983-85 NEW HIRES	7	4	3	4	3										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	20	8	12	8	12										
SKILLED CRAFTS															
1983-85 SEPARATIONS	2		2		1				1						
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	11	11		10										1	
SERVICE/MAINT															
1983-85 SEPARATIONS	5	4	1	4	1										
1983-85 NEW HIRES	5	4	1	3	1					1					
1983-85 PROMOTIONS	2	2		2											
1985 REPORTED STAFF	36	28	8	27	8					1					
GRAND TOTAL															
1983-85 SEPARATIONS	42	14	28	14	25		1		2						
1983-85 NEW HIRES	23	11	12	10	12					1					
1983-85 PROMOTIONS	10	2	8	2	8										
1985 REPORTED STAFF	251	145	106	139	105	1		3	1	1				1	

SHASTA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE							1						1	52,454	52.454
WHITE FEMALE					1	1	1						3	43,105	129,315
WHITE MALE					1	3	3	1	1				9	48,700	438,298
TOTAL					2	4	5	1	1				13	47,697	620,067
FACULTY															
MINORITY FEMALE						1							1	44,909	44,909
MINORITY MALE					3								3	36,870	110,609
WHITE FEMALE	1	3		4	20	1							29	32,784	950,741
WHITE MALE			1	6	50	18							75	37,191	2,789,351
TOTAL	1	3	1	10	73	20							108	36,070	3,895,610
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				2	1	1							4	33,285	133,139
WHITE MALE			1	1	4	4							10	37,322	373,224
TOTAL			1	3	5	5							14	36,169	506,363
SECTY/CLERICAL															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE	2	36	7	4									49	17,732	868,848
WHITE MALE															
TOTAL	2	36	7	4									49	17,732	868,848
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		8	3	1									12	19,136	229,636
WHITE MALE	1	3	4										8	19,083	152,662
TOTAL	1	11	7	1									20	19,115	382,298
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1										1	24,789	24,789
WHITE FEMALE															
WHITE MALE		1	5	4									10	23,716	237,157
TOTAL		1	6	4									11	23,813	261,946
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE	1												1	11,729	11,729
WHITE FEMALE	5	3											8	11,548	92,383
WHITE MALE	5	13	8	1									27	17,131	462,524
TOTAL	11	16	8	1									36	15,740	566,636
GRAND TOTAL															
MINORITY FEMALE						1							1	44,909	44,909
MINORITY MALE	1		1		3		1						6	33,264	199,581
WHITE FEMALE	8	50	10	11	22	3	1						105	22,896	2,404,062
WHITE MALE	6	17	19	12	55	25	3	1	1				139	32,038	4,453,216
TOTAL	15	67	30	23	88	29	5	1	1				251	28,294	7,101,768

SHASTA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE										1			1	7.60	65.0
WHITE FEMALE				1	1	1							3	23.00	43.0
WHITE MALE						3	4	2					9	69.20	51.4
TOTAL				1	1	4	4	2		1			13	99.80	50.5
FACULTY															
MINORITY FEMALE						1							1	.90	46.0
MINORITY MALE				2	1								3	2.70	40.7
WHITE FEMALE			3	5	6	7	2	4	2				29	26.80	45.4
WHITE MALE		1	2	10	20	20	13	5	4				75	69.40	46.2
TOTAL		1	5	17	27	28	15	9	6				108	99.80	45.8
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1	1			1	1					4	28.50	45.3
WHITE MALE				3	1	1	1	2	2				10	71.40	49.4
TOTAL			1	4	1	1	2	3	2				14	99.90	48.2
SECTY/CLERICAL															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		1	9	16	7	5	4	6	1				49	100.00	41.6
WHITE MALE															
TOTAL		1	9	16	7	5	4	6	1				49	100.00	41.6
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		1		4	1	3	3						12	60.00	42.5
WHITE MALE			3	1	3	1							8	40.00	37.8
TOTAL		1	3	5	4	4	3						20	100.00	40.6
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE								1					1	9.00	56.0
WHITE FEMALE															
WHITE MALE			2	1		1	1	4	1				10	90.90	49.3
TOTAL			2	1		1	1	5	1				11	99.90	49.9
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE					1								1	2.70	42.0
WHITE FEMALE	2			1		3		2					8	22.20	42.8
WHITE MALE		3	10	1	2	4	2	2	1	1	1		27	75.00	41.9
TOTAL	2	3	10	2	3	7	2	4	1	1	1		36	99.90	42.1
GRAND TOTAL															
MINORITY FEMALE						1							1	.30	46.0
MINORITY MALE				2	2			1		1			6	2.30	47.5
WHITE FEMALE	2	2	13	28	15	19	10	13	3				105	41.80	43.0
WHITE MALE		4	17	16	26	30	21	15	8	1	1		139	55.30	45.7
TOTAL	2	6	30	46	43	50	31	29	11	2	1		251	99.70	44.6

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 1 full-time person was hired	0	100%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 17 positions were reported filled in Executive/Administrative/Managerial	0	18%	24%	59%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 12 full-time faculty were hired	0	50%	0	50%
• 2 were promoted	0	50%	50%	0
• Fall 1985: 123 positions were reported filled in Faculty	2%	26%	4%	67%
▸ 11% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 1 position was reported filled in Professional/Non-Faculty	0	0	100%	0
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 45 full-time persons were hired	4%	58%	2%	36%
• 4 were promoted	0	75%	25%	0
• Fall 1985: 238 positions were reported filled college-wide	2%	36%	8%	54%

- Reported in the two lowest salary ranges were:
  60% of all females and, of these, 4% were minority females
  26% of all males and, of these, 18% were minority males

- 43% of all full-time females employed by the college were in the secretarial/clerical position category; 3% of these were filled by minority females

- 9% of all full-time males employed by the college were in the service/maintenance position category; 21% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $2,117 or 10%

- In the skilled crafts position category, males filled 83% of the positions and, of these, minority males filled 27%

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SIERRA COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	17	14	3	10	3			2		2					
FACULTY															
1983-85 SEPARATIONS	16	11	5	11	5										
1983-85 NEW HIRES	12	6	6	6	6										
1983-85 PROMOTIONS	2	1	1		1			1							
1985 REPORTED STAFF	123	88	35	83	32		1	3	1	1				1	1
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	1	1								1					
SECTY/CLERICAL															
1983-85 SEPARATIONS	10		10		9						1				
1983-85 NEW HIRES	16	1	15	1	14						1				
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	40	1	39	1	38										1
TECH/PARAPROF															
1983-85 SEPARATIONS	19	4	15	4	12				3						
1983-85 NEW HIRES	6	3	3	3	3										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	23	15	8	13	7			1		1	1				
SKILLED CRAFTS															
1983-85 SEPARATIONS	4	2	2	2					2						
1983-85 NEW HIRES	7	5	2	5	1				1						
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	18	15	3	11	3			1		1				2	
SERVICE/MAINT															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES	3	2	1	1	1	1									
1983-85 PROMOTIONS															
1985 REPORTED STAFF	16	14	2	11	2	1		1		1					
GRAND TOTAL															
1983-85 SEPARATIONS	51	19	32	19	26				5		1				
1983-85 NEW HIRES	45	17	28	16	26	1			1		1				
1983-85 PROMOTIONS	4	1	3		3			1							
1985 REPORTED STAFF	238	148	90	129	85	1	1	8	1	7	1			3	2

SIERRA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE						1	3						4	47,510	190,041
WHITE FEMALE					2		1						3	39,240	117,720
WHITE MALE							8		2				10	53,107	531,069
TOTAL					2	1	12		2				17	49,343	838,830
FACULTY															
MINORITY FEMALE				1	1	1							3	35,546	106,638
MINORITY MALE				2	3								5	34,673	173,367
WHITE FEMALE			4	17	11								32	31,755	1,016,173
WHITE MALE			1	25	55	1		1					83	34,832	2,891,061
TOTAL			5	45	70	2		1					123	34,043	4,187,239
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE						1							1	40,347	40,347
WHITE FEMALE															
WHITE MALE															
TOTAL						1							1	40,347	40,347
SECTY/CLERICAL															
MINORITY FEMALE		1											1	18,207	18.207
MINORITY MALE															
WHITE FEMALE		30	7	1									38	17,590	668,426
WHITE MALE		1											1	14,952	14,952
TOTAL		32	7	1									40	17,540	701.585
TECH/PARAPROF															
MINORITY FEMALE			1										1	20,935	20,935
MINORITY MALE		1	1										2	21,305	42,610
WHITE FEMALE		3	3	1									7	20,345	142,416
WHITE MALE		2	8	2	1								13	22,725	295,422
TOTAL		6	13	3	1								23	21,799	501,383
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			2	2									4	25,405	101,618
WHITE FEMALE		1	2										3	20,833	62,498
WHITE MALE		2	6	3									11	23,005	253,056
TOTAL		3	10	5									18	23,176	417,172
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		2	1										3	18,409	55,226
WHITE FEMALE		1	1										2	17,826	35,652
WHITE MALE		1	10										11	19,089	209,975
TOTAL		4	12										16	18,803	300.853
GRAND TOTAL															
MINORITY FEMALE		1	1	1	1	1							5	29,156	145,780
MINORITY MALE		3	4	4	3	2	3						19	31,748	603,209
WHITE FEMALE		35	17	19	13		1						85	24,034	2,042,885
WHITE MALE		6	25	30	56	1	8	1	2				129	32,524	4.195.535
TOTAL		45	47	54	73	4	12	1	2				238	29.359	6.987.409

SIERRA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE				1	1		1	1					4	23.50	47.3
WHITE FEMALE				1		1	1						3	17.60	45.0
WHITE MALE					3	1	5	1					10	58.80	48.6
TOTAL				2	4	2	7	2					17	99.90	47.6
FACULTY															
MINORITY FEMALE			1					2					3	2.40	49.3
MINORITY MALE				1	1	2			1				5	4.00	47.2
WHITE FEMALE		1	3	9	8	6	5						32	26.00	42.0
WHITE MALE			2	7	20	24	10	8	11	1			83	67.40	48.2
TOTAL		1	6	17	29	32	15	10	12	1			123	99.80	46.6
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE							1						1	100.00	52.0
WHITE FEMALE															
WHITE MALE															
TOTAL							1						1	100.00	52.0
SECTY/CLERICAL															
MINORITY FEMALE							1						1	2.50	51.0
MINORITY MALE															
WHITE FEMALE		2	9	9	5	6	5	2					38	95.00	40.9
WHITE MALE				1									1	2.50	39.0
TOTAL		2	9	10	5	6	6	2					40	100.00	41.1
TECH/PARAPROF															
MINORITY FEMALE								1					1	4.30	58.0
MINORITY MALE			1				1						2	8.60	42.0
WHITE FEMALE	1	2		1	1	1	1						7	30.40	37.0
WHITE MALE		1	1	2	2	3	2		2				13	56.50	44.4
TOTAL	1	3	2	3	3	4	4	1	2				23	99.80	42.5
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				2				2					4	22.20	47.0
WHITE FEMALE				1		2							3	16.60	43.7
WHITE MALE			1	1	1	1	3	4					11	61.10	48.9
TOTAL			1	4	1	3	3	6					18	99.90	47.6
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE				1				2					3	18.70	50.0
WHITE FEMALE							1	1					2	12.50	56.0
WHITE MALE			1	1	2	1	2	2	2				11	68.70	49.0
TOTAL			1	2	2	1	3	5	2				16	99.90	50.1
GRAND TOTAL															
MINORITY FEMALE			1				1	3					5	2.10	51.4
MINORITY MALE			1	5	2	2	3	5	1				19	7.90	47.3
WHITE FEMALE	1	5	12	21	14	16	13	3					85	35.70	41.6
WHITE MALE		1	5	12	28	30	22	15	15	1			129	54.20	47.9
TOTAL	1	6	19	38	44	48	39	26	16	1			238	99.90	45.7

College of the Siskiyous **Siskiyou Joint Community College District**

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 1 full-time person was hired	0	0	100%	0
• 2 were promoted	0	50%	0	50%
• Fall 1985: 6 positions were reported filled in Executive/Administrative/Managerial	0	33%	0	67%
▸ 33% of the persons in this position category were 60 years of age or older				
Faculty				
• 5 full-time faculty were hired	0	40%	0	60%
• 6 were promoted	0	0	0	100%
• Fall 1985: 42 positions were reported filled in Faculty	2%	14%	2%	81%
▸ 2% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	0	100%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 4 positions were reported filled in Professional/Non-Faculty	0	25%	25%	50%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 34 full-time persons were hired	3%	62%	9%	26%
• 15 were promoted	0	40%	0	60%
• Fall 1985: 107 positions were reported filled college-wide	3%	40%	6%	51%

▸ Reported in the two lowest salary ranges were:
72% of all females and, of these, 6% were minority females
26% of all males and, of these, 25% were minority males

▸ 46% of all full-time females employed by the college were in the secretarial/clerical position category; 5% of these were filled by minority females

▸ 11% of all full-time males employed by the college were in the service/maintenance position category; 29% of these were filled by minority males

▸ In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $3,545 or 27%

▸ In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 20%

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AASTFHPS/STFHPS
                                          CHANCELLOR'S OFFICE
                                 CALIFORNIA COMMUNITY COLLEGES                            12/03/86
                                          STAFF DATA SYSTEM                               17:19:44
COLLEGE OF THE SISKIYOUS
                                          FULL TIME EMPLOYEES
              1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

    POSITION                 TOTAL                    NON - HISPANIC
    CATEGORY                 POSI-  TOTAL  TOTAL     WHITE       BLACK      HISPANIC    ASIAN/PAC.    FILIPINO    AMER IND/
                             TIONS  MALES FEMALES                                       ISLANDER                  AL NATIVE
                                                   M     F     M     F     M     F     M     F     M     F     M     F
EXEC/ADMIN/MGT
  1983-85 SEPARATIONS            2     2           1                       1
  1983-85 NEW HIRES              1     1                                   1
  1983-85 PROMOTIONS             2     1     1     1     1
  1985 REPORTED STAFF            6     4     2     4     2

FACULTY
  1983-85 SEPARATIONS            7     5     2     5     2
  1983-85 NEW HIRES              5     3     2     3     2
  1983-85 PROMOTIONS             6     6           6
  1985 REPORTED STAFF           42    35     7    34     6                       1                             1

PROF/NON-FACULTY
  1983-83 SEPARATIONS
  1983-85 NEW HIRES              1           1           1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF            4     3     1     2     1                 1

SECTY/CLERICAL
  1983-85 SEPARATIONS            9           9           9
  1983-85 NEW HIRES             14          14          14
  1983-85 PROMOTIONS             4           4           4
  1985 REPORTED STAFF           21          21          20           1

TECH/PARAPROF
  1983-85 SEPARATIONS            6     2     4     2     3                                   1
  1983-85 NEW HIRES              7     3     4     2     3                                   1                 1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF           18     7    11     6    11                                                     1

SKILLED CRAFTS
  1983-85 SEPARATIONS            1     1           1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS             1     1           1
  1985 REPORTED STAFF            5     5           4                                                           1

SERVICE/MAINT
  1983-85 SEPARATIONS            3     2     1     2                 1
  1983-85 NEW HIRES              6     5     1     4     1                                                     1
  1983-85 PROMOTIONS             2     1     1     1     1
  1985 REPORTED STAFF           11     7     4     5     3           1     1                                   1

GRAND TOTAL
  1983-85 SEPARATIONS           28    12    16    11    14           1     1                 1
  1983-85 NEW HIRES             34    12    22     9    21                 1                 1                 2
  1983-85 PROMOTIONS            15     9     6     9     6
  1985 REPORTED STAFF          107    61    46    55    43           2     2     1                             4
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COLLEGE OF THE SISKIYOUS

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1	1									2	24,852	49,704
WHITE MALE							3		1				4	53,163	212,650
TOTAL			1	1			3		1				6	43,726	262,354
FACULTY															
MINORITY FEMALE				1									1	27,262	27,262
MINORITY MALE					1								1	38,685	38,685
WHITE FEMALE			2	1	3								6	30,197	181,183
WHITE MALE			7	8	13	6							34	33,656	1,144,309
TOTAL			9	10	17	6							42	33,130	1,391,439
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE			1										1	23,813	23,813
WHITE FEMALE				1									1	27,898	27,898
WHITE MALE				1	1								2	32,887	65,774
TOTAL			1	2	1								4	29,371	117,485
SECTY/CLERICAL															
MINORITY FEMALE		1											1	17,868	17,868
MINORITY MALE															
WHITE FEMALE	5	12	3										20	14,139	282,772
WHITE MALE															
TOTAL	5	13	3										21	14,316	300,640
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE		1											1	15,408	15,408
WHITE FEMALE	4	7											11	13,038	143,414
WHITE MALE	2	3		1									6	16,778	100,669
TOTAL	6	11		1									18	14,416	259,491
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE		1											1	17,064	17,064
WHITE FEMALE															
WHITE MALE		2		1	1								4	24,498	97,932
TOTAL		3		1	1								5	23,011	115,056
SERVICE/MAINT															
MINORITY FEMALE		1											1	18,648	18,648
MINORITY MALE		2											2	16,692	33,384
WHITE FEMALE		3											3	16,236	48,708
WHITE MALE		5											5	16,723	83,616
TOTAL		11											11	16,760	184,356
GRAND TOTAL															
MINORITY FEMALE		2		1									3	21,259	63,778
MINORITY MALE		4	1		1								6	21,392	128,354
WHITE FEMALE	9	22	6	3	3								43	17,062	733,679
WHITE MALE	2	10	7	11	15	6	3		1				55	31,000	1,705,010
TOTAL	11	38	14	15	19	6	3		1				107	24,587	2,630,821

COLLEGE OF THE SISKIYOUS

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				1	1								2	33.30	40.0
WHITE MALE					1		1		2				4	66.60	53.3
TOTAL				1	2		1		2				6	99.90	48.8
FACULTY															
MINORITY FEMALE			1										1	2.30	31.0
MINORITY MALE						1							1	2.30	49.0
WHITE FEMALE			1	2	1	2							6	14.20	39.3
WHITE MALE		2	1	7	3	8	7	5	1				34	80.90	45.5
TOTAL		2	3	9	4	11	7	5	1				42	99.70	44.4
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE				1									1	25.00	38.0
WHITE FEMALE				1									1	25.00	37.0
WHITE MALE				2									2	50.00	37.0
TOTAL				4									4	100.00	37.3
SECTY/CLERICAL															
MINORITY FEMALE			1										1	4.70	34.0
MINORITY MALE															
WHITE FEMALE	2	3	2	3	5	1	1	3					20	95.20	38.8
WHITE MALE															
TOTAL	2	3	3	3	5	1	1	3					21	99.90	38.6
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE						1							1	5.50	47.0
WHITE FEMALE		2	2	2		1	3		1				11	61.10	41.0
WHITE MALE			3	2	1								6	33.30	34.8
TOTAL		2	5	4	1	2	3		1				18	99.90	39.3
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE					1								1	20.00	42.0
WHITE FEMALE															
WHITE MALE				2		1		1					4	80.00	44.0
TOTAL				2	1	1		1					5	100.00	43.6
SERVICE/MAINT															
MINORITY FEMALE							1						1	9.00	53.0
MINORITY MALE				1		1							2	18.10	41.5
WHITE FEMALE								1	1	1			3	27.20	61.3
WHITE MALE				3			1	1					5	45.40	44.0
TOTAL				4		1	2	2	1	1			11	99.70	49.1
GRAND TOTAL															
MINORITY FEMALE			2				1						3	2.80	39.3
MINORITY MALE				2	1	3							6	5.60	43.2
WHITE FEMALE	2	5	5	9	7	4	4	4	2	1			43	40.10	41.0
WHITE MALE		2	4	16	5	9	9	7	3				55	51.40	44.4
TOTAL	2	7	11	27	13	16	14	11	5	1			107	99.90	42.8

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 4 full-time persons were hired	0	0	50%	50%
• 2 were promoted	0	50%	0	50%
• Fall 1985: 12 positions were reported filled in Executive/Administrative/Managerial	0	8%	42%	50%
▸ 8% of the persons in this position category were 60 years of age or older				
Faculty				
• 5 full-time faculty were hired	0	60%	20%	20%
• 1 was promoted	100%	0	0	0
• Fall 1985: 98 positions were reported filled in Faculty	10%	35%	7%	48%
▸ 4% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 9 positions were reported filled in Professional/Non-Faculty	22%	11%	22%	44%
▸ 22% of the persons in this position category were 60 years of age or older				
College-Wide				
• 23 full-time persons were hired	9%	43%	17%	30%
• 9 were promoted	11%	67%	0	22%
• Fall 1985: 178 positions were reported filled college-wide	14%	33%	13%	40%

▸ Reported in the two lowest salary ranges were:
39% of all females and, of these, 36% were minority females.
23% of all males and, of these, 36% were minority males.

▸ 36% of all full-time females employed by the college were in the secretarial/clerical position category; 37% of these were filled by minority females.

▸ 15% of all full-time males employed by the college were in the service/maintenance position category; 43% of these were filled by minority males.

▸ In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $40 or less than 1%.

▸ In the skilled crafts position category, white males filled 100% of the positions.

AASTFHPS/STFHPS

CHANCELLOR'S OFFICE
CALIFORNIA COMMUNITY COLLEGES
STAFF DATA SYSTEM

12/03/86
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SKYLINE COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE		NON - HISPANIC BLACK		HISPANIC		ASIAN/PAC. ISLANDER		FILIPINO		AMER IND/AL NATIVE	
				M	F	M	F	M	F	M	F	M	F	M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	5	4	1	3	1							1			
1983-85 NEW HIRES	4	4		2		1		1							
1983-85 PROMOTIONS	2	1	1	1	1										
1985 REPORTED STAFF	12	11	1	6	1	2		2				1			
FACULTY															
1983-85 SEPARATIONS	18	13	5	9	3	1	1	3			1				
1983-85 NEW HIRES	5	2	3	1	3			1							
1983-85 PROMOTIONS	1		1								1				
1985 REPORTED STAFF	98	54	44	47	34	3	5	3	2		2	1	1		
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	9	6	3	4	1	1		1	1		1				
SECTY/CLERICAL															
1983-85 SEPARATIONS	8		8		6		1		1						
1983-85 NEW HIRES	9	2	7	2	5		1		1						
1983-85 PROMOTIONS	4		4		4										
1985 REPORTED STAFF	32	2	30	2	19		3		7						1
TECH/PARAPROF															
1983-85 SEPARATIONS	6	4	2	3	2							1			
1983-85 NEW HIRES	2		2		2										
1983-85 PROMOTIONS	2	1	1	1	1										
1985 REPORTED STAFF	11	5	6	2	4	1		1	2	1					
SKILLED CRAFTS															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	2	2		2											
SERVICE/MAINT															
1983-85 SEPARATIONS	7	5	2	3	1			2	1						
1983-85 NEW HIRES	2	2		1				1							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	14	14		8		3		3							
GRAND TOTAL															
1983-85 SEPARATIONS	45	27	18	19	13	1	2	5	2		1	2			
1983-85 NEW HIRES	23	11	12	7	10	1	1	3	1						
1983-85 PROMOTIONS	9	2	7	2	6						1				
1985 REPORTED STAFF	178	94	84	71	59	10	8	10	12	1	3	2	1		1

SKYLINE COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE						2	3						5	48,088	240,438
WHITE FEMALE								1					1	54,953	54,953
WHITE MALE						3	1	2					6	49,056	294,335
TOTAL						5	4	3					12	49,144	589,727
FACULTY															
MINORITY FEMALE			1		9								10	35,539	355,394
MINORITY MALE				3	3	1							7	35,489	248,426
WHITE FEMALE			1	7	25	1							34	35,319	1,200,849
WHITE MALE				3	40	4							47	37,673	1,770,648
TOTAL			2	13	77	6							98	36,483	3,575,317
PROF/NON-FACULTY															
MINORITY FEMALE					1	1							2	37,948	75,896
MINORITY MALE					2								2	38,257	76,514
WHITE FEMALE					1								1	39,466	39,466
WHITE MALE					4								4	38,407	153,629
TOTAL					8	1							9	38,389	345,505
SECTY/CLERICAL															
MINORITY FEMALE		7	3	1									11	18,971	208,630
MINORITY MALE															
WHITE FEMALE		9	7	3									19	20,439	388,332
WHITE MALE		2											2	15,804	31,608
TOTAL		18	10	4									32	19,644	628,620
TECH/PARAPROF															
MINORITY FEMALE			1	1									2	26,046	52,092
MINORITY MALE			2	1									3	23,960	71,880
WHITE FEMALE			4										4	22,287	89,148
WHITE MALE			2										2	23,010	46,020
TOTAL			9	2									11	23,558	259,140
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE			2										2	23,658	47,316
TOTAL			2										2	23,658	47,316
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		2	4										6	19,872	119,232
WHITE FEMALE															
WHITE MALE			8										8	19,308	154,464
TOTAL		2	12										14	19,550	273,696
GRAND TOTAL															
MINORITY FEMALE		7	5	2	10	1							25	27,682	692,062
MINORITY MALE		2	6	4	5	3	3						23	32,891	756,490
WHITE FEMALE		9	12	10	26	1		1					59	30,047	1,772,748
WHITE MALE		2	12	3	44	7	1	2					71	35,183	2,498,021
TOTAL		20	35	19	85	12	4	3					178	32,131	5,719,321

SKYLINE COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE				1	2		1	1					5	41.60	46.4
WHITE FEMALE						1							1	8.30	45.0
WHITE MALE						4		1	1				6	50.00	50.5
TOTAL				1	2	5	1	2	1				12	99.90	48.3
FACULTY															
MINORITY FEMALE			1	2	2	4		1					10	10.20	43.8
MINORITY MALE			1	2		3	1						7	7.10	43.0
WHITE FEMALE				7	12	3	7	2	2	1			34	34.60	46.0
WHITE MALE				7	12	8	11	8	1				47	47.90	47.7
TOTAL			2	18	26	18	19	11	3	1			98	99.80	46.3
PROF/NON-FACULTY															
MINORITY FEMALE						1		1					2	22.20	50.0
MINORITY MALE					1				1				2	22.20	53.5
WHITE FEMALE										1			1	11.10	67.0
WHITE MALE				1		1	1	1					4	44.40	47.0
TOTAL				1	1	2	1	2	1	1			9	99.90	51.3
SECTY/CLERICAL															
MINORITY FEMALE	1	2	4	2	1	1							11	34.30	33.9
MINORITY MALE															
WHITE FEMALE		1	2	5	4	3	1	3					19	59.30	42.9
WHITE MALE		1	1										2	6.20	29.5
TOTAL	1	4	7	7	5	4	1	3					32	99.80	39.0
TECH/PARAPROF															
MINORITY FEMALE	1		1										2	18.10	28.0
MINORITY MALE			1	2									3	27.20	35.7
WHITE FEMALE	1				1	1		1					4	36.30	41.8
WHITE MALE		1		1									2	18.10	33.0
TOTAL	2	1	2	3	1	1		1					11	99.70	36.0
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE	1							1					2	100.00	41.0
TOTAL	1							1					2	100.00	41.0
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		2			1	1	1		1				6	42.80	43.5
WHITE FEMALE															
WHITE MALE			4		1			1	2				8	57.10	43.5
TOTAL		2	4		2	1	1	1	3				14	99.90	43.5
GRAND TOTAL															
MINORITY FEMALE	2	2	6	4	3	6		2					25	14.00	38.7
MINORITY MALE		2	2	5	4	4	3	1	2				23	12.90	43.8
WHITE FEMALE	1	1	2	12	17	8	8	6	2	2			59	33.10	45.0
WHITE MALE	1	2	5	9	13	13	12	12	4				71	39.80	46.3
TOTAL	4	7	15	30	37	31	23	21	8	2			178	99.80	44.5

Solano Community College

Solano County Community College District

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 1 full-time person was hired	0	100%	0	0
• 2 were promoted	0	100%	0	0
• Fall 1985: 19 positions were reported filled in Executive/Administrative/Managerial	16%	32%	5%	47%
▸ None of the persons in this position category was 60 years of age or older.				
Faculty				
• 7 full-time faculty were hired	0	71%	0	29%
• None was promoted	0	0	0	0
• Fall 1985: 121 positions were reported filled in Faculty	4%	27%	14%	55%
▸ 7% of the persons in this position category were 60 years of age or older.				
Professional/Non-Faculty				
• 1 full-time person was hired	100%	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 4 positions were reported filled in Professional/Non-Faculty	25%	50%	0	25%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 36 full-time persons were hired	17%	58%	0	25%
• 2 were promoted	0	100%	0	0
• Fall 1985: 239 positions were reported filled college-wide	11%	36%	12%	41%

- Reported in the two lowest salary ranges were:
  39% of all females and, of these, 30% were minority females.
  7% of all males and, of these, 22% were minority males.

- 41% of all full-time females employed by the college were in the secretarial/clerical position category; 33% of these were filled by minority females.

- 18% of all full-time males employed by the college were in the service/maintenance position category; 35% of these were filled by minority males.

- In the technical/paraprofessional position category, the mean salary of all females exceeded the mean salary of all males by $536 or 2%.

- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males fill 33%.

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SOLANO COMMUNITY COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	2	4	1	1	1										
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS	2		2		2										
1985 REPORTED STAFF	19	10	9	9	6		3	1							
FACULTY															
1983-85 SEPARATIONS	23	14	9	13	8		1			1					
1983-85 NEW HIRES	7	2	5	2	5										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	121	83	38	66	33	8	4	7		1			1	1	
PROF/NON-FACULTY															
1983-85 SEPARATIONS	3	1	2	1	1		1								
1983-85 NEW HIRES	1		1				1								
1983-85 PROMOTIONS															
1985 REPORTED STAFF	4	1	3	1	2		1								
SECTY/CLERICAL															
1983-85 SEPARATIONS	11		11		8		2		1						
1983-85 NEW HIRES	13		13		10		1		1						
1983-85 PROMOTIONS											1				
1985 REPORTED STAFF	48	2	46	1	31		7	1	2		3		2		1
TECH/PARAPROF															
1983-85 SEPARATIONS	4	2	2	2	2										
1983-85 NEW HIRES	8	3	5	3	4										
1983-85 PROMOTIONS															1
1985 REPORTED STAFF	16	4	12	4	11										1
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	3	3		2								1			
SERVICE/MAINT															
1983-85 SEPARATIONS	5	3	2	3	1						1				
1983-85 NEW HIRES	6	4	2	4	1		1								
1983-85 PROMOTIONS															
1985 REPORTED STAFF	28	23	5	13	3	4	1	2		1	1			1	
GRAND TOTAL															
1983-85 SEPARATIONS	48	21	27	28	21		4		1	1	1				
1983-85 NEW HIRES	36	9	27	9	21		3		1		1				
1983-85 PROMOTIONS	2		2		2										1
1985 REPORTED STAFF	239	126	113	98	86	12	16	11	2	2	4	1	3	2	2

SOLANO COMMUNITY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE							2	1					3	50,118	150,353
MINORITY MALE							1						1	47,056	47,056
WHITE FEMALE						2	2	1	1				6	50,841	305,044
WHITE MALE						1	4	4					9	51,765	465,883
TOTAL						3	9	6	1				19	50,965	968,336
FACULTY															
MINORITY FEMALE					4	1							5	38,277	191,387
MINORITY MALE				2	14	1							17	37,039	629,671
WHITE FEMALE			2	7	22	2							33	34,782	1,147,803
WHITE MALE			1	7	55	3							66	36,649	2,418,814
TOTAL			3	16	95	7							121	36,262	4,387,675
PROF/NON-FACULTY															
MINORITY FEMALE					1								1	34,052	34,052
MINORITY MALE															
WHITE FEMALE						2							2	44,778	89,556
WHITE MALE							1						1	50,557	50,557
TOTAL					1	2	1						4	43,541	174,165
SECTY/CLERICAL															
MINORITY FEMALE		11	4										15	16,521	247,814
MINORITY MALE			1										1	19,364	19,364
WHITE FEMALE	2	24	4	1									31	15,357	476,063
WHITE MALE				1									1	30,580	30,580
TOTAL	2	35	9	2									48	16,121	773,821
TECH/PARAPROF															
MINORITY FEMALE			1										1	22,654	22,654
MINORITY MALE															
WHITE FEMALE	2	2	2	4	1								11	22,320	245,524
WHITE MALE		2		2									4	21,813	87,250
TOTAL	2	4	3	6	1								16	22,214	355,428
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE		1											1	18,731	18,731
WHITE FEMALE															
WHITE MALE			1	1									2	24,547	49,094
TOTAL		1	1	1									3	22,608	67,825
SERVICE/MAINT															
MINORITY FEMALE		2											2	14,803	29,605
MINORITY MALE		1	6	1									8	21,575	172,602
WHITE FEMALE	1		2										3	16,779	50,338
WHITE MALE		5	6	3	1								15	22,121	331,817
TOTAL	1	8	14	4	1								28	20,870	584,362
GRAND TOTAL															
MINORITY FEMALE		13	5		5	1	2	1					27	25,032	675,865
MINORITY MALE		2	7	3	14	1	1						28	31,694	887,424
WHITE FEMALE	5	26	10	12	23	6	2	1	1				86	26,911	2,314,328
WHITE MALE		7	8	14	56	4	5	4					98	35,041	3,433,995
TOTAL	5	48	30	29	98	12	10	6	1				239	30,593	7,311,612

SOLANO COMMUNITY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE					1	1	1						3	15.70	47.3
MINORITY MALE				1									1	5.20	38.0
WHITE FEMALE					1	1	3	1					6	31.50	50.3
WHITE MALE					1	4	3	1					9	47.30	49.2
TOTAL				1	3	6	7	2					19	99.70	48.7
FACULTY															
MINORITY FEMALE					2	1		2					5	4.10	48.6
MINORITY MALE				1	3	3	5	4	1				17	14.00	50.1
WHITE FEMALE			5	3	8	5	9	2	1				33	27.20	44.8
WHITE MALE		1	1	6	16	14	9	12	6	1			66	54.50	48.4
TOTAL		1	6	10	29	23	23	20	8	1			121	99.80	47.7
PROF/NON-FACULTY															
MINORITY FEMALE				1									1	25.00	36.0
MINORITY MALE															
WHITE FEMALE					2								2	50.00	41.0
WHITE MALE				1									1	25.00	39.0
TOTAL				2	2								4	100.00	39.3
SECTY/CLERICAL															
MINORITY FEMALE	2	6	3	2	1		1						15	31.20	31.0
MINORITY MALE							1						1	2.00	54.0
WHITE FEMALE		4	5	5	5	6	4	2					31	64.50	40.8
WHITE MALE				1									1	2.00	39.0
TOTAL	2	10	8	8	6	6	6	2					48	99.70	38.0
TECH/PARAPROF															
MINORITY FEMALE				1									1	6.20	38.0
MINORITY MALE															
WHITE FEMALE		1		4	3	2		1					11	68.70	41.1
WHITE MALE		1		2	1								4	25.00	35.0
TOTAL		2		7	4	2		1					16	99.90	39.4
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE								1					1	33.30	57.0
WHITE FEMALE															
WHITE MALE				1	1								2	66.60	39.0
TOTAL				1	1			1					3	99.90	45.0
SERVICE/MAINT															
MINORITY FEMALE				2									2	7.10	38.0
MINORITY MALE					2	1	1	3	1				8	28.50	52.3
WHITE FEMALE				1	1	1							3	10.70	43.3
WHITE MALE		1	5	2	2	1	2	1	1				15	53.50	40.3
TOTAL		1	5	5	5	3	3	4	2				28	99.80	43.9
GRAND TOTAL															
MINORITY FEMALE	2	6	3	6	4	2	2	2					27	11.20	37.0
MINORITY MALE				2	5	4	7	8	2				28	11.70	50.7
WHITE FEMALE		5	10	13	20	15	16	6	1				86	35.90	43.2
WHITE MALE		3	6	13	21	19	14	14	7	1			98	41.00	46.3
TOTAL	2	14	19	34	50	40	39	30	10	1			239	99.80	44.6

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 3 full-time persons were hired	0	0	33%	67%
• 5 were promoted	20%	40%	0	40%
• Fall 1985: 22 positions were reported filled in Executive/Administrative/Managerial	9%	41%	9%	41%
▸ 4% of the persons in this position category were 60 years of age or older				
Faculty				
• 16 full-time faculty were hired	13%	44%	0	44%
• None was promoted	0	0	0	0
• Fall 1985: 174 positions were reported filled in Faculty	7%	30%	13%	50%
▸ 7% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 2 full-time persons were hired	0	100%	0	0
• 1 was promoted	0	0	100%	0
• Fall 1985: 8 positions were reported filled in Professional/Non-Faculty	13%	50%	13%	25%
▸ 25% of the persons in this position category were 60 years of age or older				
College-Wide				
• 70 full-time persons were hired	23%	34%	10%	33%
• 24 were promoted	29%	46%	13%	13%
• Fall 1985: 375 positions were reported filled college-wide	16%	33%	13%	38%

- Reported in the two lowest salary ranges were:
  48% of all females and, of these, 47% were minority females
  26% of all males and, of these, 37% were minority males

- 43% of all full-time females employed by the college were in the secretarial/clerical position category; 46% of these were filled by minority females

- 15% of all full-time males employed by the college were in the service/maintenance position category; 55% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $1,031 or 6%

- In the skilled crafts position category, males filled 100% of the positions and, of these, minority males filled 15%

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SOUTHWESTERN COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	3	1	2		1			1			1				
1983-85 NEW HIRES	3	3		2				1							
1983-85 PROMOTIONS	5	2	3	2	2		1								
1985 REPORTED STAFF	22	11	11	9	9			2	2						
FACULTY															
1983-85 SEPARATIONS	18	8	10	8	9		1								
1983-85 NEW HIRES	16	7	9	7	7				2						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	174	109	65	87	52	2	2	18	7	1	1		2	1	1
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES	2		2		2										
1983-85 PROMOTIONS	1	1						1							
1985 REPORTED STAFF	8	3	5	2	4			1			1				
SECTY/CLERICAL															
1983-85 SEPARATIONS	23	2	21	2	10				10		1				
1983-85 NEW HIRES	25	2	23	2	11				11						1
1983-85 PROMOTIONS	11		11		5				6						
1985 REPORTED STAFF	85	7	78	6	42	1	2		26		3		4		1
TECH/PARAPROF															
1983-85 SEPARATIONS	8	2	6	1	5				1			1			
1983-85 NEW HIRES	17	12	5	8	3			2	2	1		1			
1983-85 PROMOTIONS	7	3	4	1	4	2									
1985 REPORTED STAFF	34	22	12	16	7	1		3	4	1		1	1		
SKILLED CRAFTS															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	13	13		11		1		1							
SERVICE/MAINT															
1983-85 SEPARATIONS	5	4	1	1	1	1		1				1			
1983-85 NEW HIRES	6	5	1	3	1			2							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	39	29	10	13	8	2		11		1	2	2			
GRAND TOTAL															
1983-85 SEPARATIONS	58	18	40	13	26	1	1	2	11		2	2			
1983-85 NEW HIRES	70	30	40	23	24			5	15	1		1			1
1983-85 PROMOTIONS	24	6	18	3	11	2	1	1	6						
1985 REPORTED STAFF	375	194	181	144	122	7	4	36	39	3	7	3	7	1	2

SOUTHWESTERN COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE						1	1						2	46,536	93,072
MINORITY MALE				1		1							2	38,654	77,308
WHITE FEMALE					1	6		1	1				9	46,402	417,616
WHITE MALE					2	3	1	3					9	46,854	421,687
TOTAL				1	3	11	2	4	1				22	45,895	1,009,683
FACULTY															
MINORITY FEMALE			3	2	8								13	32,259	419,364
MINORITY MALE				3	18	1							22	36.128	794,816
WHITE FEMALE		1	7	8	35	1							52	33,137	1,723,120
WHITE MALE	1	1	3	13	62	7							87	35,146	3,057,735
TOTAL	1	2	13	26	123	9							174	34,454	5,995,035
PROF/NON-FACULTY															
MINORITY FEMALE					1								1	34,875	34,875
MINORITY MALE					1								1	34,424	34,424
WHITE FEMALE				2	2								4	31,769	127,075
WHITE MALE						2							2	43,105	86,209
TOTAL				2	4	2							8	35,323	282,583
SECTY/CLERICAL															
MINORITY FEMALE	4	29	3										36	15,329	551,854
MINORITY MALE		1											1	14,472	14,472
WHITE FEMALE	1	33	7	1									42	16,734	702,828
WHITE MALE		3	1	2									6	21,291	127,748
TOTAL	5	66	11	3									85	16,434	1,396,902
TECH/PARAPROF															
MINORITY FEMALE	2	3											5	12,395	61,976
MINORITY MALE	1	3	2										6	16,697	100,184
WHITE FEMALE	1	3		3									7	21,075	147,523
WHITE MALE	2	8	3		3								16	19,161	306,576
TOTAL	6	17	5	3	3								34	18,125	616,259
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			2										2	20,160	40,320
WHITE FEMALE															
WHITE MALE		5	6										11	19,053	209,580
TOTAL		5	8										13	19,223	249,900
SERVICE/MAINT															
MINORITY FEMALE	2												2	9,387	18,774
MINORITY MALE	1	13	2										16	16,785	268,566
WHITE FEMALE	6	1	1										8	12,151	97,209
WHITE MALE	1	11	1										13	16,663	216,624
TOTAL	10	25	4										39	15,415	601,173
GRAND TOTAL															
MINORITY FEMALE	8	32	6	2	9	1	1						59	19,999	1,179,915
MINORITY MALE	2	17	6	4	19	2							50	26,602	1.330,090
WHITE FEMALE	8	38	15	14	38	7		1	1				122	26,356	3,215,371
WHITE MALE	4	28	14	15	67	12	1	3					144	30,737	4,426,159
TOTAL	22	115	41	35	133	22	2	4	1				375	27,071	10,151,535

SOUTHWESTERN COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE				1		1							2	9.00	42.0
MINORITY MALE			1				1						2	9.00	42.5
WHITE FEMALE				1	3	1	2	1	1				9	40.90	48.3
WHITE MALE				1	2	1	2	3					9	40.90	49.6
TOTAL			1	3	5	3	5	4	1				22	99.80	47.7
FACULTY															
MINORITY FEMALE				4	4	2	2	1					13	7.40	44.2
MINORITY MALE				2	5	5	5	2	3				22	12.60	48.9
WHITE FEMALE		2	2	8	13	13	4	9	1				52	29.80	45.6
WHITE MALE		1	4	11	14	16	14	18	8	1			87	50.00	48.3
TOTAL		3	6	25	36	36	25	30	12	1			174	99.80	47.2
PROF/NON-FACULTY															
MINORITY FEMALE						1							1	12.50	46.0
MINORITY MALE				1									1	12.50	37.0
WHITE FEMALE				2	1			1					4	50.00	43.5
WHITE MALE									2				2	25.00	60.0
TOTAL				3	1	1		1	2				8	100.00	47.1
SECTY/CLERICAL															
MINORITY FEMALE	4	7	10	6	6	2	1						36	42.30	33.6
MINORITY MALE				1									1	1.10	36.0
WHITE FEMALE	3	2	1	4	8	8	7	5	4				42	49.40	45.2
WHITE MALE			2		2		2						6	7.00	41.3
TOTAL	7	9	13	11	16	10	10	5	4				85	99.80	39.9
TECH/PARAPROF															
MINORITY FEMALE	2		1	1	1								5	14.70	30.0
MINORITY MALE		2		3			1						6	17.60	35.5
WHITE FEMALE			1		2	1	1	1	1				7	20.50	47.4
WHITE MALE	1	4	2	2	2	1	2	1	1				16	47.00	38.8
TOTAL	3	6	4	6	5	2	4	2	2				34	99.80	38.7
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE							1	1					2	15.30	55.0
WHITE FEMALE															
WHITE MALE		1		1	2	2		4	1				11	84.60	48.6
TOTAL		1		1	2	2	1	5	1				13	99.90	49.6
SERVICE/MAINT															
MINORITY FEMALE								1	1				2	5.10	60.0
MINORITY MALE		1	2	1		4	1	2	5				16	41.00	49.4
WHITE FEMALE					1		3	2	1	1			8	20.50	55.1
WHITE MALE			2	1	1	2	2	4	1				13	33.30	48.9
TOTAL		1	4	2	2	6	6	9	8	1			39	99.90	51.0
GRAND TOTAL															
MINORITY FEMALE	6	7	11	12	11	6	3	2	1				59	15.70	37.0
MINORITY MALE		3	3	8	5	9	9	5	8				50	13.30	46.9
WHITE FEMALE	3	4	4	15	28	23	17	19	8	1			122	32.50	46.3
WHITE MALE	1	6	10	16	23	22	22	30	13	1			144	38.40	47.3
TOTAL	10	20	28	51	67	60	51	56	30	2			375	99.90	45.3

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 6 positions were reported filled in Executive/Administrative/Managerial	0	0	17%	83%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• 2 full-time faculty were hired	0	50%	0	50%
• 1 was promoted	0	0	0	100%
• Fall 1985: 24 positions were reported filled in Faculty	4%	8%	4%	83%
▸ None of the persons in this position category was 60 years of age or older				
Professional/Non-Faculty				
• 2 full-time persons were hired	0	100%	0	0
• 1 was promoted	0	100%	0	0
• Fall 1985: 11 positions were reported filled in Professional/Non-Faculty	0	55%	0	45%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 15 full-time persons were hired	7%	47%	0	47%
• 2 were promoted	0	50%	0	50%
• Fall 1985: 80 positions were reported filled college-wide	6%	35%	4%	55%

- Reported in the two lowest salary ranges were:
  61% of all females and, of these, 15% were minority females.
  17% of all males and, of these, 13% were minority males.

- 30% of all full-time females employed by the college were in the secretarial/clerical position category; none was a minority female.

- 17% of all full-time males employed by the college were in the service/maintenance position category; 13% of these were filled by minority males.

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $2,690 or 13%.

- In the skilled crafts position category, white males filled 100% of the positions.

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TAFT COLLEGE

CHANCELLOR'S OFFICE
CALIFORNIA COMMUNITY COLLEGES
STAFF DATA SYSTEM

12/03/86
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FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	6	6		5										1	
FACULTY															
1983-85 SEPARATIONS	3	3		2										1	
1983-85 NEW HIRES	2	1	1	1	1										
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	24	21	3	20	2			1			1				
PROF/NON-FACULTY															
1983-85 SEPARATIONS	1		1		1										
1983-85 NEW HIRES	2		2		2										
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	11	5	6	5	6										
SECTY/CLERICAL															
1983-85 SEPARATIONS	4		4		4										
1983-85 NEW HIRES	3		3		3										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	10		10		10										
TECH/PARAPROF															
1983-85 SEPARATIONS	5	3	2	3	2										
1983-85 NEW HIRES	3	2	1	2					1						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	11	4	7	4	5				2						
SKILLED CRAFTS															
1983-85 SEPARATIONS	2	2		1				1							
1983-85 NEW HIRES	2	2		2											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	3	3		3											
SERVICE/MAINT															
1983-85 SEPARATIONS	2	2		2											
1983-85 NEW HIRES	3	2	1	2	1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	15	8	7	7	5	1			1						1
GRAND TOTAL															
1983-85 SEPARATIONS	18	11	7	9	7			1						1	
1983-85 NEW HIRES	15	7	8	7	7				1						
1983-85 PROMOTIONS	2	1	1	1	1										
1985 REPORTED STAFF	80	47	33	44	28	1		1	3		1			1	1

TAFT COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE									1				1	63,500	63,500
WHITE FEMALE															
WHITE MALE							4	1					5	52,242	261,210
TOTAL							4	1	1				6	54,118	324,710
FACULTY															
MINORITY FEMALE						1							1	41,795	41,795
MINORITY MALE						1							1	42,086	42,086
WHITE FEMALE				1	1								2	32,354	64,708
WHITE MALE					11	7	2						20	39,915	798,308
TOTAL				1	12	9	2						24	39,454	946,897
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE	1	2		1	1	1							6	24,654	147,922
WHITE MALE					2	3							5	42,096	210,478
TOTAL	1	2		1	3	4							11	32,582	358,400
SECTY/CLERICAL															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		7	3										10	17,785	177,852
WHITE MALE															
TOTAL		7	3										10	17,785	177,852
TECH/PARAPROF															
MINORITY FEMALE		2											2	14,310	28,620
MINORITY MALE															
WHITE FEMALE		2	1	1	1								5	23,885	119,424
WHITE MALE		1	2	1									4	23,839	95,356
TOTAL		5	3	2	1								11	22,127	243,400
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE			3										3	21,920	65,760
TOTAL			3										3	21,920	65,760
SERVICE/MAINT															
MINORITY FEMALE		1	1										2	18,960	37,920
MINORITY MALE		1											1	15,720	15,720
WHITE FEMALE		5											5	14,420	72,100
WHITE MALE		6			1								7	19,122	133,851
TOTAL		13	1		1								15	17,306	259,591
GRAND TOTAL															
MINORITY FEMALE		3	1			1							5	21,667	108,335
MINORITY MALE		1				1			1				3	40,435	121,306
WHITE FEMALE	1	16	4	3	3	1							28	20,786	582,006
WHITE MALE		7	5	1	14	10	6	1					44	35,567	1,564,963
TOTAL	1	27	10	4	17	13	6	1	1				80	29,708	2,376,610

TAFT COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE								1					1	16.60	55.0
WHITE FEMALE															
WHITE MALE					1	1	1	2					5	83.30	50.8
TOTAL					1	1	1	3					6	99.90	51.5
FACULTY															
MINORITY FEMALE								1					1	4.10	59.0
MINORITY MALE						1							1	4.10	49.0
WHITE FEMALE				1		1							2	8.30	42.0
WHITE MALE			1	4	5	2	5	3					20	83.30	46.1
TOTAL			1	5	5	4	5	4					24	99.80	46.4
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			3	1	1	1							6	54.50	36.8
WHITE MALE			1		3			1					5	45.40	42.6
TOTAL			4	1	4	1		1					11	99.90	39.5
SECTY/CLERICAL															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1	1	2	4		2					10	100.00	45.1
WHITE MALE															
TOTAL			1	1	2	4		2					10	100.00	45.1
TECH/PARAPROF															
MINORITY FEMALE						2							2	18.10	46.5
MINORITY MALE															
WHITE FEMALE				1			3	1					5	45.40	50.0
WHITE MALE		1	1	1		1							4	36.30	37.0
TOTAL		1	1	2		3	3	1					11	99.80	44.6
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE		1					2						3	100.00	44.7
TOTAL		1					2						3	100.00	44.7
SERVICE/MAINT															
MINORITY FEMALE								2					2	13.30	56.0
MINORITY MALE							1						1	6.60	52.0
WHITE FEMALE			2			2			1				5	33.30	44.0
WHITE MALE	1		1	2			2		1				7	46.60	42.1
TOTAL	1		3	2		2	3	2	2				15	99.80	45.3
GRAND TOTAL															
MINORITY FEMALE						2		3					5	6.20	52.8
MINORITY MALE						1	1	1					3	3.70	52.0
WHITE FEMALE			6	4	3	8	3	3	1				28	35.00	43.8
WHITE MALE	1	2	4	7	9	4	10	6	1				44	55.00	46.7
TOTAL	1	2	10	11	12	15	14	13	2				80	99.90	45.2

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 4 full-time persons were hired	0	50%	25%	25%
• 1 was promoted	0	100%	0	0
• Fall 1985 22 positions were reported filled in Executive/Administrative/Managerial	5%	23%	9%	64%
▸ 4% of the persons in this position category were 60 years of age or older.				
Faculty				
• 12 full-time faculty were hired	8%	25%	25%	42%
• None was promoted	0	0	0	0
• Fall 1985 157 positions were reported filled in Faculty	7%	24%	12%	57%
▸ 13% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	0	100%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 1 position was reported filled in Professional/Non-Faculty	0	100%	0	0
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 40 full-time persons were hired	13%	35%	25%	27%
• 1 was promoted	0	100%	0	0
• Fall 1985: 316 positions were reported filled college-wide	9%	34%	13%	45%

- Reported in the two lowest salary ranges were:
  44% of all females and, of these, 19% were minority females
  17% of all males and, of these, 41% were minority males.

- 37% of all full-time females employed by the college were in the secretarial/clerical position category; 18% of these were filled by minority females

- 21% of all full-time males employed by the college were in the service/maintenance position category; 41% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $166 or 1%

- In the skilled crafts position category, males filled 89% of the positions and, of these, minority males filled 25%

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CHANCELLOR'S OFFICE
CALIFORNIA COMMUNITY COLLEGES
STAFF DATA SYSTEM

VENTURA COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	5	4	1	3	1			1							
1983-85 NEW HIRES	4	2	2	1	2			1							
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	22	16	6	14	5	1		1	1						
FACULTY															
1983-85 SEPARATIONS	29	22	7	20	7			1		1					
1983-85 NEW HIRES	12	8	4	5	3	2			1	1					
1983-85 PROMOTIONS															
1985 REPORTED STAFF	157	109	48	90	37	4	3	9	7	4			1	2	
PROF/NON-FACULTY															
1983-85 SEPARATIONS	1		1		1										
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	1		1		1										
SECTY/CLERICAL															
1983-85 SEPARATIONS	13		13		10				3						
1983-85 NEW HIRES	6		6		4				2						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	51	2	49	1	40			1	8		1				
TECH/PARAPROF															
1983-85 SEPARATIONS	4	2	2	2	2										
1983-85 NEW HIRES	4	1	3	1	1				2						
1983-85 PROMOTIONS															
1985 REPORTED STAFF	25	9	16	7	13			2	3						
SKILLED CRAFTS															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES	2	2										2			
1983-85 PROMOTIONS															
1985 REPORTED STAFF	9	8	1	6	1							1		1	
SERVICE/MAINT															
1983-85 SEPARATIONS	17	13	4	11	4			2							
1983-85 NEW HIRES	11	8	3	4	3	1		3							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	51	39	12	23	9	1	1	14	2			1			
GRAND TOTAL															
1983-85 SEPARATIONS	70	42	28	37	25			4	3	1					
1983-85 NEW HIRES	40	21	19	11	14	3		4	5	1		2			
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	316	183	133	141	106	6	4	27	21	4	1	2	1	3	

VENTURA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE							1						1	51,570	51,570
MINORITY MALE				1				1					2	40,643	81,286
WHITE FEMALE					2	1	2						5	45,025	225,125
WHITE MALE				1	1	2	4	5	1				14	50,133	701,862
TOTAL				2	3	3	7	6	1				22	48,175	1,059,843
FACULTY															
MINORITY FEMALE				3	7	1							11	34,308	377,393
MINORITY MALE				2	11	5	1						19	38,332	729,264
WHITE FEMALE		1	1	5	19	10	1						37	36,989	1,358,577
WHITE MALE				7	55	26	2						90	38,621	3,475,903
TOTAL		1	1	17	92	42	4						157	37,905	5,951,137
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		1											1	16,620	16,620
WHITE MALE															
TOTAL		1											1	16,620	16,620
SECTY/CLERICAL															
MINORITY FEMALE	1	6	2										9	15,435	138,917
MINORITY MALE		1											1	17,165	17,165
WHITE FEMALE		32	8										40	17,142	685,665
WHITE MALE		1											1	17,556	17,556
TOTAL	1	40	10										51	16,849	859,303
TECH/PARAPROF															
MINORITY FEMALE	1	1	1										3	15,743	47,230
MINORITY MALE		1	1										2	18,562	37,123
WHITE FEMALE		5	7		1								13	19,825	257,723
WHITE MALE		4	3										7	19,415	135,904
TOTAL	1	11	12		1								25	19,119	477,980
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			2										2	20,819	41,638
WHITE FEMALE		1											1	18,036	18,036
WHITE MALE			6										6	21,952	131,712
TOTAL		1	8										9	21,265	191,386
SERVICE/MAINT															
MINORITY FEMALE		2	1										3	17,240	51,721
MINORITY MALE	1	10	5										16	18,429	294,866
WHITE FEMALE	2	6	1										9	15,051	135,455
WHITE MALE		14	9										23	19,241	442,552
TOTAL	3	32	16										51	18,129	924,594
GRAND TOTAL															
MINORITY FEMALE	2	9	4	3	7	1	1						27	24,697	666,831
MINORITY MALE	1	12	8	3	11	5	1	1					42	28,603	1,201,342
WHITE FEMALE	2	46	17	5	22	11	3						106	25,540	2,707,201
WHITE MALE		19	18	8	56	28	6	5	1				141	34,791	4,905,489
TOTAL	5	86	47	19	96	45	11	6	1				316	30,003	9,480,863

VENTURA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE						1							1	4.50	46.0
MINORITY MALE				1		1							2	9.00	40.0
WHITE FEMALE				2	2			1					5	22.70	43.4
WHITE MALE				1	4	4	3	1	1				14	63.60	48.4
TOTAL				4	6	6	3	2	1				22	99.80	46.4
FACULTY															
MINORITY FEMALE		1	2	3	2	2	1						11	7.00	40.3
MINORITY MALE				4	2	5	5	2		1			19	12.10	47.6
WHITE FEMALE			3	5	13	5	5	3	2	1			37	23.50	45.7
WHITE MALE		1	2	8	15	14	17	17	11	4	1		90	57.30	50.4
TOTAL		2	7	20	32	26	28	22	13	6	1		157	99.90	48.3
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		1											1	100.00	26.0
WHITE MALE															
TOTAL		1											1	100.00	26.0
SECTY/CLERICAL															
MINORITY FEMALE	3		1		2		1	2					9	17.60	39.1
MINORITY MALE						1							1	1.90	48.0
WHITE FEMALE	1	2	3	6	2	5	10	8	3				40	78.40	47.1
WHITE MALE				1									1	1.90	39.0
TOTAL	4	2	4	7	4	6	11	10	3				51	99.80	45.5
TECH/PARAPROF															
MINORITY FEMALE		1	1			1							3	12.00	35.0
MINORITY MALE			1	1									2	8.00	34.0
WHITE FEMALE				1	1	3	3	1	4				13	52.00	52.1
WHITE MALE		1		2	1	1		1		1			7	28.00	44.9
TOTAL		2	2	4	2	5	3	2	4	1			25	100.00	46.6
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE					1			1					2	22.20	51.5
WHITE FEMALE			1										1	11.10	31.0
WHITE MALE				2		1	1	2					6	66.60	47.5
TOTAL			1	2	1	1	1	3					9	99.90	46.6
SERVICE/MAINT															
MINORITY FEMALE		2			1								3	5.80	32.3
MINORITY MALE		1	2	1	3	1	1	2	5				16	31.30	48.4
WHITE FEMALE		1			2			5		1			9	17.60	50.8
WHITE MALE		1	2	7	2	3	4	2	2				23	45.00	44.1
TOTAL		5	4	8	8	4	5	9	7	1			51	99.70	45.9
GRAND TOTAL															
MINORITY FEMALE	3	4	4	3	5	4	2	2					27	8.50	38.6
MINORITY MALE		1	3	7	6	8	6	5	5	1			42	13.20	47.1
WHITE FEMALE	1	4	7	14	20	13	18	18	9	2			106	33.50	47.0
WHITE MALE		3	4	21	22	23	25	23	14	5	1		141	44.60	48.7
TOTAL	4	12	18	45	53	48	51	48	28	8	1		316	99.80	47.1

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	50%	0	0	50%
• 3 were promoted	0	100%	0	0
• Fall 1985: 18 positions were reported filled in Executive/Administrative/Managerial	6%	39%	6%	50%
▸ 17% of the persons in this position category were 60 years of age or older				
Faculty				
• 10 full-time faculty were hired	10%	30%	10%	50%
• None was promoted	0	0	0	0
• Fall 1985: 61 positions were reported filled in Faculty	2%	38%	3%	57%
▸ 13% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 6 positions were reported filled in Professional/Non-Faculty	0	50%	17%	33%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 43 full-time persons were hired	9%	44%	9%	37%
• 8 were promoted	13%	87%	0	0
• Fall 1985: 135 positions were reported filled college-wide	0	50%	8%	42%

- Reported in the two lowest salary ranges were:
  36% of all females and, of these, 17% were minority females.
  24% of all males and, of these, 29% were minority males.

- 42% of all full-time females employed by the college were in the secretarial/clerical position category; 15% of these were filled by minority females.

- 23% of all full-time males employed by the college were in the service/maintenance position category; 31% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $3,194 or 26%

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STAFF DATA SYSTEM

12/03/86
17:19:44

VICTOR VALLEY COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	3	1	2	1	2										
1983-85 NEW HIRES	2	1	1	1			1								
1983-85 PROMOTIONS	3		3		3										
1985 REPORTED STAFF	18	10	8	9	7		1	1							
FACULTY															
1983-85 SEPARATIONS	12	6	6	5	6			1							
1983-85 NEW HIRES	10	6	4	5	3					1			1		
1983-85 PROMOTIONS															
1985 REPORTED STAFF	61	37	24	35	23	1				1			1		
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	6	3	3	2	3			1							
SECTY/CLERICAL															
1983-85 SEPARATIONS	10	2	8	2	8										
1983-85 NEW HIRES	17		17		15		1		1						
1983-85 PROMOTIONS	4		4		3		1								
1985 REPORTED STAFF	27		27		23		2		2						
TECH/PARAPROF															
1983-85 SEPARATIONS	6	5	1	5	1										
1983-85 NEW HIRES	5	4	1	3	1					1					
1983-85 PROMOTIONS															
1985 REPORTED STAFF	6	5	1	4	1					1					
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	1		1		1										
SERVICE/MAINT															
1983-85 SEPARATIONS	6	6		6											
1983-85 NEW HIRES	9	9		7		1		1							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	16	16		11		3		2							
GRAND TOTAL															
1983-85 SEPARATIONS	37	20	17	19	17			1							
1983-85 NEW HIRES	43	20	23	16	19	1	2	1	1	2			1		
1983-85 PROMOTIONS	8		8		7		1								
1985 REPORTED STAFF	135	71	64	61	58	4	3	4	2	2			1		

VICTOR VALLEY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE				1									1	27,252	27,252
MINORITY MALE						1							1	41,388	41,383
WHITE FEMALE			3	1		1	1	1					7	35,218	246,523
WHITE MALE			1		1	1	2	3	1				9	47,989	431,903
TOTAL			4	2	1	3	3	4	1				18	41,504	747,066
FACULTY															
MINORITY FEMALE				1									1	29,385	29,385
MINORITY MALE			1		1								2	29,367	58,733
WHITE FEMALE			3	11	9								23	31,756	730,389
WHITE MALE			5	12	18								35	32,329	1,131,505
TOTAL			9	24	28								61	31,967	1,950,012
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE					1								1	36,297	36,297
WHITE FEMALE				1	2								3	31,890	95,670
WHITE MALE					2								2	37,301	74,602
TOTAL				1	5								6	34,428	206,569
SECTY/CLERICAL															
MINORITY FEMALE		4											4	14,967	59,866
MINORITY MALE															
WHITE FEMALE	3	15	5										23	15,715	361,449
WHITE MALE															
TOTAL	3	19	5										27	15,604	421,315
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE		1											1	13,177	13,177
WHITE FEMALE		1											1	12,062	12,062
WHITE MALE		3	1										4	15,775	63,101
TOTAL		5	1										6	14,723	88,340
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1										1	22,038	22,038
WHITE MALE															
TOTAL			1										1	22,038	22,038
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE	1	3	1										5	15,565	77,826
WHITE FEMALE															
WHITE MALE		9	2										11	16,943	186,374
TOTAL	1	12	3										16	16,513	264,200
GRAND TOTAL															
MINORITY FEMALE		4		2									6	19,417	116,503
MINORITY MALE	1	4	2		2	1							10	22,742	227,421
WHITE FEMALE	3	16	12	13	11	1	1	1					58	25,313	1,468,131
WHITE MALE		12	9	12	21	1	2	3	1				61	30,942	1,887,485
TOTAL	4	36	23	27	34	3	3	4	1				135	27,404	3,699,540

VICTOR VALLEY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE				1									1	5.50	38.0
MINORITY MALE							1						1	5.50	53.0
WHITE FEMALE				1	1	3	1	1					7	38.80	46.1
WHITE MALE					2	2	2		3				9	50.00	51.7
TOTAL				2	3	5	4	1	3				18	99.80	48.8
FACULTY															
MINORITY FEMALE						1							1	1.60	47.0
MINORITY MALE		1		1									2	3.20	32.0
WHITE FEMALE			2	5	5	2	3	4	1	1			23	37.70	46.2
WHITE MALE		1	3	6	7	6	2	3	4	2		1	35	57.30	47.7
TOTAL		2	5	12	12	9	5	7	5	3		1	61	99.80	46.6
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE							1						1	16.60	51.0
WHITE FEMALE					1	1	1						3	50.00	45.7
WHITE MALE							1	1					2	33.30	54.0
TOTAL					1	1	3	1					6	99.90	49.3
SECTY/CLERICAL															
MINORITY FEMALE			1	1	1		1						4	14.80	40.8
MINORITY MALE															
WHITE FEMALE	1	1	4	4	5	2	3		3				23	85.10	42.0
WHITE MALE															
TOTAL	1	1	5	5	6	2	4		3				27	99.90	41.8
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE				1									1	16.60	38.0
WHITE FEMALE					1								1	16.60	42.0
WHITE MALE				1	1	1	1						4	66.60	43.5
TOTAL				2	2	1	1						6	99.80	42.3
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1										1	100.00	31.0
WHITE MALE															
TOTAL			1										1	100.00	31.0
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE			2		1	1			1				5	31.20	42.8
WHITE FEMALE															
WHITE MALE	1	1	1	1	3	2			1	1			11	68.70	42.4
TOTAL	1	1	3	1	4	3			2	1			16	99.90	42.5
GRAND TOTAL															
MINORITY FEMALE			1	2	1	1	1						6	4.40	41.3
MINORITY MALE		1	2	2	1	1	2		1				10	7.40	42.0
WHITE FEMALE	1	1	7	10	13	8	8	5	4	1			58	42.90	44.1
WHITE MALE	1	2	4	8	13	11	6	4	8	3		1	61	45.10	47.3
TOTAL	2	4	14	22	28	21	17	9	13	4		1	135	99.80	45.3

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 3 full-time persons were hired	33%	33%	0	33%
• 3 were promoted	33%	33%	33%	0
• Fall 1985: 8 positions were reported filled in Executive/Administrative/Managerial	25%	13%	25%	37%
▸ None of the persons in this position category was 60 years of age or older				
Faculty				
• No full-time faculty were hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 7 positions were reported filled in Faculty	0	43%	14%	43%
▸ None of the persons in this position category was 60 years of age or older				
Professional/Non-Faculty				
• 3 full-time persons were hired	33%	33%	33%	0
• 1 was promoted	0	0	100%	0
• Fall 1985: 4 positions were reported filled in Professional/Non-Faculty	25%	25%	50%	0
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 14 full-time persons were hired	57%	21%	14%	7%
• 10 were promoted	30%	40%	30%	0
• Fall 1985: 36 positions were reported filled college-wide	36%	25%	22%	17%

- Reported in the two lowest salary ranges were:
  73% of all females and, of these, 63% were minority females.
  36% of all males and, of these, 80% were minority males.

- 64% of all full-time females employed by the college were in the secretarial/clerical position category; 71% of these were filled by minority females.

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AASTFHPS/STFHPS                         C H A N C E L L O R ' S   O F F I C E                          12/03/36
                                  C A L I F O R N I A   C O M M U N I T Y   C O L L E G E S            17:19:44
                                             S T A F F   D A T A   S Y S T E M
VISTA COLLEGE
                                                      FULL TIME EMPLOYEES
                       1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY
   POSITION           TOTAL                       NON - HISPANIC                    ASIAN/PAC.                AMER IND/
   CATEGORY           POSI-  TOTAL  TOTAL         WHITE      BLACK      HISPANIC     ISLANDER    FILIPINO    AL NATIVE
                      TIONS  MALES FEMALES       M     F     M     F     M     F     M     F     M     F     M     F
EXEC/ADMIN/MGT
  1983-85 SEPARATIONS     3      2       1             1     1           1
  1983-85 NEW HIRES       3      1       2       1     1           1
  1983-85 PROMOTIONS      3      1       2             1     1     1
  1985 REPORTED STAFF     8      5       3       3     1     1     2                 1
FACULTY
  1983-85 SEPARATIONS     5      3       2       3     1           1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF     7      4       3       3     3                 1
PROF/NON-FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES       3      1       2             1           1     1
  1983-85 PROMOTIONS      1      1                                       1
  1985 REPORTED STAFF     4      2       2             1     1     1     1
SECTY/CLERICAL
  1983-85 SEPARATIONS     6      1       5             1           1     1     2                       1
  1983-85 NEW HIRES       8      1       7             1           3     1     1           2
  1983-85 PROMOTIONS      6      1       5             3           1     1     1
  1985 REPORTED STAFF    17      3      14             4           6     3     1           3
TECH/PARAPROF
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF
SKILLED CRAFTS
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF
_SERVICE/MAINT
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF
GRAND TOTAL
  1983-85 SEPARATIONS    14      6       8       3     3     1     2     2     2                       1
  1983-85 NEW HIRES      14      3      11       1     3           5     2     1           2
  1983-85 PROMOTIONS     10      3       7             4     1     2     2     1
  1985 REPORTED STAFF    36     14      22       6     9     2     9     5     1     1     3
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VISTA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE						1	1						2	44,370	88,740
MINORITY MALE				1			1						2	41,322	82,644
WHITE FEMALE							1						1	47,837	47,837
WHITE MALE						1	1	1					3	50,352	151,056
TOTAL				1		2	4	1					8	46,285	370,277
FACULTY															
MINORITY FEMALE															
MINORITY MALE					1								1	34,903	34,903
WHITE FEMALE			1	1	1								3	28,040	84,121
WHITE MALE			1		2								3	31,415	94,244
TOTAL			2	1	4								7	30,467	213,268
PROF/NON-FACULTY															
MINORITY FEMALE			1										1	25,176	25,176
MINORITY MALE			1		1								2	29,869	59,738
WHITE FEMALE		1											1	17,904	17,904
WHITE MALE															
TOTAL		1	2		1								4	25,705	102,818
SECTY/CLERICAL															
MINORITY FEMALE		7	2	1									10	18,167	181,666
MINORITY MALE		3											3	18,087	54,262
WHITE FEMALE		2	2										4	19,509	78,036
WHITE MALE															
TOTAL		12	4	1									17	18,468	313,964
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
GRAND TOTAL															
MINORITY FEMALE		7	3	1		1	1						13	22,737	295,582
MINORITY MALE		3	1	1	2		1						8	28,943	231,547
WHITE FEMALE		3	3	1	1		1						9	25,322	227,898
WHITE MALE			1		2	1	1	1					6	40,883	245,300
TOTAL		13	8	3	5	2	4	1					36	27,787	1,000,327

VISTA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE		1				1							2	25.00	39.0
MINORITY MALE				2									2	25.00	38.5
WHITE FEMALE					1								1	12.50	42.0
WHITE MALE					1		2						3	37.50	49.0
TOTAL		1		2	2	1	2						8	100.00	43.0
FACULTY															
MINORITY FEMALE															
MINORITY MALE					1								1	14.20	44.0
WHITE FEMALE				1	1			1					3	42.80	45.7
WHITE MALE					2			1					3	42.80	46.3
TOTAL				1	4			2					7	99.80	45.7
PROF/NON-FACULTY															
MINORITY FEMALE			1										1	25.00	34.0
MINORITY MALE					1	1							2	50.00	44.0
WHITE FEMALE			1										1	25.00	33.0
WHITE MALE															
TOTAL			2		1	1							4	100.00	38.8
SECTY/CLERICAL															
MINORITY FEMALE		2	2	1	1	1	1	2					10	58.80	40.9
MINORITY MALE			1	1		1							3	17.60	38.7
WHITE FEMALE				1	2					1			4	23.50	47.0
WHITE MALE															
TOTAL		2	3	3	3	2	1	2		1			17	99.90	41.9
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
GRAND TOTAL															
MINORITY FEMALE		3	3	1	1	2	1	2					13	36.10	40.1
MINORITY MALE			1	3	2	2							8	22.20	40.6
WHITE FEMALE			1	2	4			1		1			9	25.00	44.4
WHITE MALE					3		2	1					6	16.60	47.7
TOTAL		3	5	6	10	4	3	4		1			36	99.90	42.6

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 4 full-time persons were hired	0	0	0	100%
• 2 were promoted	50%	0	0	50%
• Fall 1985: 13 positions were reported filled in Executive/Administrative/Managerial	0	8%	8%	85%
▸ 8% of the persons in this position category were 60 years of age or older				
Faculty				
• 3 full-time faculty were hired	0	67%	0	33%
• 3 were promoted	0	33%	0	67%
• Fall 1985: 36 positions were reported filled in Faculty	3%	22%	0	75%
▸ 3% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 2 full-time persons were hired	0	100%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 9 positions were reported filled in Professional/Non-Faculty	0	56%	22%	22%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 33 full-time persons were hired	3%	64%	3%	30%
• 7 were promoted	14%	43%	0	43%
• Fall 1985: 109 positions were reported filled college-wide	5%	43%	6%	47%

- ▸ Reported in the two lowest salary ranges were:
  69% of all females and, of these, 8% were minority females.
  18% of all males and, of these, 30% were minority males

- ▸ 42% of all full-time females employed by the college were in the secretarial/clerical position category; 14% of these were filled by minority females

- ▸ 18% of all full-time males employed by the college were in the service/maintenance position category; 20% of these were filled by minority males

- ▸ In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $13,432 or 1[illegible]3%

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WEST HILLS COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	4	4		4											
1983-85 NEW HIRES	4	4		4											
1983-85 PROMOTIONS	2	1	1	1					1						
1985 REPORTED STAFF	13	12	1	11	1	1									
FACULTY															
1983-85 SEPARATIONS	12	10	2	10	2										
1983-85 NEW HIRES	3	1	2	1	2										
1983-85 PROMOTIONS	3	2	1	2	1										
1985 REPORTED STAFF	36	27	9	27	8				1						
PROF/NON-FACULTY															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES	2		2		2										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	9	4	5	2	5			1		1					
SECTY/CLERICAL															
1983-85 SEPARATIONS	8		8		7				1						
1983-85 NEW HIRES	10		10		9				1						
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	23	1	22	1	19				3						
TECH/PARAPROF															
1983-85 SEPARATIONS	2	2		1										1	
1983-85 NEW HIRES	5	4	1	3	1			1							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	4	3	1	2	1			1							
SKILLED CRAFTS															
1983-85 SEPARATIONS	2		2		2										
1983-85 NEW HIRES	5		5		5										
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	2		2		2										
SERVICE/MAINT															
1983-85 SEPARATIONS															
1983-85 NEW HIRES	4	2	2	2	2										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	22	10	12	8	11			2	1						
GRAND TOTAL															
1983-85 SEPARATIONS	29	17	12	16	11				1					1	
1983-85 NEW HIRES	33	11	22	10	21			1	1						
1983-85 PROMOTIONS	7	3	4	3	3				1						
1985 REPORTED STAFF	109	57	52	51	47	1		4	5	1					

WEST HILLS COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE							1						1	47,350	47,350
WHITE FEMALE							1						1	48,893	48,893
WHITE MALE			1		3	5	1	1					11	41,606	457,666
TOTAL			1		3	5	3	1					13	42,608	553,909
FACULTY															
MINORITY FEMALE			1										1	20,099	20,099
MINORITY MALE															
WHITE FEMALE			1	1	6								8	32,346	258,765
WHITE MALE			2	4	20	1							27	34,058	919,560
TOTAL			4	5	26	1							36	33,290	1,198,424
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE		2											2	13,695	27,390
WHITE FEMALE		4			1								5	18,334	91,669
WHITE MALE				1		1							2	33,989	67,977
TOTAL		6		1	1	1							9	20,782	187,036
SECTY/CLERICAL															
MINORITY FEMALE		2	1										3	15,760	47,280
MINORITY MALE															
WHITE FEMALE	2	13	4										19	16,030	304,579
WHITE MALE		1											1	15,024	15,024
TOTAL	2	16	5										23	15,951	366,883
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE						1							1	41,700	41,700
WHITE FEMALE		1											1	12,984	12,984
WHITE MALE	1			1									2	18,774	37,548
TOTAL	1	1		1		1							4	23,058	92,232
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE	1	1											2	12,648	25,296
WHITE MALE															
TOTAL	1	1											2	12,648	25,296
SERVICE/MAINT															
MINORITY FEMALE	1												1	8,178	8,178
MINORITY MALE		1	1										2	19,578	39,156
WHITE FEMALE	6	5											11	12,161	133,774
WHITE MALE		5	2	1									8	18,582	148,656
TOTAL	7	11	3	1									22	14,989	329,764
GRAND TOTAL															
MINORITY FEMALE	1	2	2										5	15,111	75,557
MINORITY MALE		3	1			1	1						6	25,933	155,596
WHITE FEMALE	9	24	5	1	7		1						47	18,637	875,960
WHITE MALE	1	6	5	7	23	7	1	1					51	32,283	1,646,431
TOTAL	11	35	13	8	30	8	3	1					109	25,262	2,753,544

WEST HILLS COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE				1									1	7.60	37.0
WHITE FEMALE							1						1	7.60	51.0
WHITE MALE			1		3	2	2	2		1			11	84.60	49.0
TOTAL			1	1	3	2	3	2		1			13	99.80	48.2
FACULTY															
MINORITY FEMALE			1										1	2.70	32.0
MINORITY MALE															
WHITE FEMALE			1	1	3		2	1					8	22.20	44.0
WHITE MALE		1	2	4	7	6	4	2		1			27	75.00	44.9
TOTAL		1	4	5	10	6	6	3		1			36	99.90	44.4
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE	1						1						2	22.20	37.5
WHITE FEMALE	1	2		1				1					5	55.50	34.0
WHITE MALE				1				1					2	22.20	46.5
TOTAL	2	2		2			1	2					9	99.90	37.6
SECTY/CLERICAL															
MINORITY FEMALE				1	1			1					3	13.00	44.3
MINORITY MALE															
WHITE FEMALE	2		5	3	4	2	1	2					19	82.60	39.2
WHITE MALE				1									1	4.30	37.0
TOTAL	2		5	5	5	2	1	3					23	99.90	39.7
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE			1										1	25.00	34.0
WHITE FEMALE	1												1	25.00	24.0
WHITE MALE		1		1									2	50.00	31.5
TOTAL	1	1	1	1									4	100.00	30.3
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		1			1								2	100.00	36.0
WHITE MALE															
TOTAL		1			1								2	100.00	36.0
SERVICE/MAINT															
MINORITY FEMALE		1											1	4.50	27.0
MINORITY MALE							1	1					2	9.00	53.0
WHITE FEMALE		1		2	1	2	2	1	2				11	50.00	47.1
WHITE MALE		1		1	1		1	1	3				8	36.30	50.4
TOTAL		3		3	2	2	4	3	5				22	99.80	47.9
GRAND TOTAL															
MINORITY FEMALE		1	1	1	1			1					5	4.50	38.4
MINORITY MALE	1		1	1			2	1					6	5.50	42.0
WHITE FEMALE	4	4	6	7	9	4	6	5	2				47	43.10	41.1
WHITE MALE		3	3	8	11	8	7	6	3	2			51	46.70	46.0
TOTAL	5	8	11	17	21	12	15	13	5	2			109	99.80	43.3

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 7 positions were reported filled in Executive/Administrative/Managerial	0	71%	0	29%
▸ 14% of the persons in this position category were 60 years of age or older				
Faculty				
• 9 full-time faculty were hired	0	33%	0	67%
• None was promoted	0	0	0	0
• Fall 1985: 146 positions were reported filled in Faculty	1%	33%	1%	65%
▸ 6% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 7 full-time persons were hired	0	43%	29%	29%
• None was promoted	0	0	0	0
• Fall 1985: 24 positions were reported filled in Professional/Non-Faculty	17%	46%	13%	25%
▸ 4% of the persons in this position category were 60 years of age or older				
College-Wide				
• 54 full-time persons were hired	17%	43%	11%	30%
• 6 were promoted	0	83%	0	17%
• Fall 1985: 273 positions were reported filled college-wide	7%	45%	4%	44%

- Reported in the two lowest salary ranges were:
  52% of all females and, of these, 19% were minority females.
  17% of all males and, of these, 32% were minority males.

- 35% of all full-time females employed by the college were in the secretarial/clerical position category; 16% of these were filled by minority females.

- 10% of all full-time males employed by the college were in the service/maintenance position category; 38% of these were filled by minority males.

- In the technical/paraprofessional position category, the mean salary of all females exceeded the mean salary of all males by $1,708 or 8%.

- In the skilled crafts position category, white males filled 100% of the positions.

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WEST VALLEY COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	4	3	1	1	1			2							
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	7	2	5	2	5										
FACULTY															
1983-85 SEPARATIONS	54	33	21	30	15		1	2	3	1	2				
1983-85 NEW HIRES	9	6	3	6	3										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	146	97	49	95	48	1	1	1							
PROF/NON-FACULTY															
1983-85 SEPARATIONS	2	1	1	1	1										
1983-85 NEW HIRES	7	4	3	2	3	1				1					
1983-85 PROMOTIONS															
1985 REPORTED STAFF	24	9	15	6	11	1	2	1	1	1	1				
SECTY/CLERICAL															
1983-85 SEPARATIONS	12		12		10				1		1				
1983-85 NEW HIRES	22		22		14		3		3		2				
1983-85 PROMOTIONS	3		3		3										
1985 REPORTED STAFF	50	1	49	1	41		3		4		1				
TECH/PARAPROF															
1983-85 SEPARATIONS	11	4	7	4	5				2						
1983-85 NEW HIRES	6	3	3	3	2						1				
1983-85 PROMOTIONS	3	1	2	1	2										
1985 REPORTED STAFF	29	9	20	8	15	1					5				
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	1	1		1											
SERVICE/MAINT															
1983-85 SEPARATIONS	2		2		2										
1983-85 NEW HIRES	10	9	1	5	1			3				1			
1983-85 PROMOTIONS															
1985 REPORTED STAFF	16	13	3	8	2		1	3		1		1			
GRAND TOTAL															
1983-85 SEPARATIONS	85	41	44	36	34		1	4	6	1	3				
1983-85 NEW HIRES	54	22	32	16	23	1	3	3	3	1	3	1			
1983-85 PROMOTIONS	6	1	5	1	5										
1985 REPORTED STAFF	273	132	141	121	122	3	7	5	5	2	7	1			

WEST VALLEY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE							2	2	1				5	53.649	258.244
WHITE MALE							1	1					2	50.801	101.601
TOTAL							3	3	1				7	52.835	369.845
FACULTY															
MINORITY FEMALE					1								1	37.322	37.322
MINORITY MALE					2								2	36.930	73.859
WHITE FEMALE			2	5	24	17							48	37.487	1.799.385
WHITE MALE				8	53	33		1					95	38.486	3.656.205
TOTAL			2	13	80	50		1					146	38.129	5.566.771
PROF/NON-FACULTY															
MINORITY FEMALE			1		1	2							4	35.536	142,145
MINORITY MALE			1	1		1							3	31.490	94,469
WHITE FEMALE			2	3	4	2							11	34.254	376.794
WHITE MALE				1	2	3							6	38.971	233.328
TOTAL			4	5	7	8							24	35.302	847,235
SECTY/CLERICAL															
MINORITY FEMALE		7	1										8	17,264	138.108
MINORITY MALE															
WHITE FEMALE		16	25										41	19,648	805.579
WHITE MALE			1										1	20.160	20.160
TOTAL		23	27										50	19,277	963.847
TECH/PARAPROF															
MINORITY FEMALE		2	2			1							5	23.556	117.778
MINORITY MALE			1										1	21,948	21.948
WHITE FEMALE		2	10	3									15	22.352	335.280
WHITE MALE		2	5	1									8	20.820	166.557
TOTAL		6	18	4		1							29	22,123	641.563
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE				1									1	30,684	30.684
TOTAL				1									1	30,684	30.684
SERVICE/MAINT															
MINORITY FEMALE			1										1	19,679	19,679
MINORITY MALE		4	1										5	17,213	86.064
WHITE FEMALE		2											2	15.956	31.911
WHITE MALE		6	1	1									8	18.309	146.468
TOTAL		12	3	1									16	17,758	284,122
GRAND TOTAL															
MINORITY FEMALE		9	5		2	3							19	23.949	455.032
MINORITY MALE		4	3	1	2	1							11	25.122	276,340
WHITE FEMALE		20	39	11	28	19	2	2	1				122	29.649	3.617.193
WHITE MALE		8	7	12	55	36	1	2					121	35.996	4.355.503
TOTAL		41	54	24	87	59	3	4	1				273	31.883	8,704,068

WEST VALLEY COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE					2	2	1						5	71.40	45.8
WHITE MALE						1			1				2	28.50	55.5
TOTAL					2	3	1		1				7	99.90	48.6
FACULTY															
MINORITY FEMALE							1						1	.60	52.0
MINORITY MALE					1	1							2	1.30	46.0
WHITE FEMALE		1	2	8	8	6	11	7	5				48	32.80	47.9
WHITE MALE		1	3	6	18	25	23	15	2	2			95	65.00	48.4
TOTAL		2	5	14	27	32	35	22	7	2			146	99.70	48.2
PROF/NON-FACULTY															
MINORITY FEMALE			1		1	1	1						4	16.60	43.3
MINORITY MALE			1	1				1					3	12.50	41.7
WHITE FEMALE			1	2	2	2	1	2	1				11	45.80	47.0
WHITE MALE				2		1	1	2					6	25.00	47.7
TOTAL			3	5	3	4	3	5	1				24	99.90	45.9
SECTY/CLERICAL															
MINORITY FEMALE	3	2	1	1	1								8	16.00	28.8
MINORITY MALE															
WHITE FEMALE	2	4	6	5		6	6	6	6				41	82.00	44.9
WHITE MALE		1											1	2.00	29.0
TOTAL	5	7	7	6	1	6	6	6	6				50	100.00	42.0
TECH/PARAPROF															
MINORITY FEMALE		2					1	2					5	17.20	43.6
MINORITY MALE								1					1	3.40	58.0
WHITE FEMALE		2			4	2	2	3	2				15	51.70	48.3
WHITE MALE	1		3	3	1								8	27.50	34.6
TOTAL	1	4	3	3	5	2	3	6	2				29	99.80	44.0
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE					1								1	100.00	41.0
TOTAL					1								1	100.00	41.0
SERVICE/MAINT															
MINORITY FEMALE				1									1	6.20	39.0
MINORITY MALE	1	1	1	2									5	31.20	31.0
WHITE FEMALE			2										2	12.50	31.0
WHITE MALE		2		3	2	1							8	50.00	37.6
TOTAL	1	3	3	6	2	1							16	99.90	34.8
GRAND TOTAL															
MINORITY FEMALE	3	4	2	2	2	1	3	2					19	6.90	37.5
MINORITY MALE	1	1	2	3	1	1		2					11	4.00	39.1
WHITE FEMALE	2	7	11	15	16	18	21	18	14				122	44.60	46.5
WHITE MALE	1	4	6	14	22	28	24	17	3	2			121	44.30	46.6
TOTAL	7	16	21	34	41	48	48	39	17	2			273	99.80	45.6

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 3 full-time persons were hired	0	67%	0	33%
• 4 were promoted	0	25%	0	75%
• Fall 1985: 19 positions were reported filled in Executive/Administrative/Managerial	11%	21%	11%	58%
▸ 5% of the persons in this position category were 60 years of age or older				
Faculty				
• 9 full-time faculty were hired	0	33%	0	67%
• None was promoted	0	0	0	0
• Fall 1985: 113 positions were reported filled in Faculty	3%	27%	16%	55%
▸ 5% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 13 positions were reported filled in Professional/Non-Faculty	23%	23%	23%	31%
▸ None of the persons in this position category was 60 years of age or older				
College-Wide				
• 38 full-time persons were hired	37%	24%	3%	37%
• 6 were promoted	17%	33%	0	50%
• Fall 1985: 289 positions were reported filled college-wide	11%	50%	12%	40%

- Reported in the two lowest salary ranges were:
  53% of all females and, of these, 19% were minority females
  19% of all males and, of these, 24% were minority males

- 43% of all full-time females employed by the college were in the secretarial/clerical position category; 15% of these were filled by minority females

- 18% of all full-time males employed by the college were in the service/maintenance position category; 25% of these were filled by minority males

- In the technical/paraprofessional position category, the mean salary of all males exceeded the mean salary of all females by $2,788 or 17%

- In the skilled crafts position category, males filled 83% of the positions and, of these, minority males filled 10%

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YUBA COLLEGE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	5	5		4		1									
1983-85 NEW HIRES	3	1	2	1	2										
1983-85 PROMOTIONS	4	3	1	3	1										
1985 REPORTED STAFF	19	13	6	11	4	1	1	1							1
FACULTY															
1983-85 SEPARATIONS	8	5	3	5	3										
1983-85 NEW HIRES	9	6	3	6	3										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	113	80	33	62	30	2		8	1	6	2			2	
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	13	7	6	4	3		1	2	1	1	1				
SECTY/CLERICAL															
1983-85 SEPARATIONS	18		18		13		1		4						
1983-85 NEW HIRES	16	1	15	1	11				3		1				
1983-85 PROMOTIONS	2		2		1						1				
1985 REPORTED STAFF	61	2	59	2	50		2		4		2				1
TECH/PARAPROF															
1983-85 SEPARATIONS	7	5	2	5	2										
1983-85 NEW HIRES	7	4	3	4	3										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	30	12	18	8	14	1		2	2		2			1	
SKILLED CRAFTS															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	12	10	2	9	2									1	
SERVICE/MAINT															
1983-85 SEPARATIONS	7	7		5		1		1							
1983-85 NEW HIRES	3	3		2						1					
1983-85 PROMOTIONS															
1985 REPORTED STAFF	41	28	13	21	12	3		3	1	1					
GRAND TOTAL															
1983-85 SEPARATIONS	46	23	23	20	18	2	1	1	4						
1983-85 NEW HIRES	38	15	23	14	19				3	1	1				
1983-85 PROMOTIONS	6	3	3	3	2						1				
1985 REPORTED STAFF	289	152	137	117	115	7	4	16	9	8	7			4	2

YUBA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE						1	1						2	45,786	91,571
MINORITY MALE						2							2	45,641	91,232
WHITE FEMALE				1		1	1		1				4	47,186	188,743
WHITE MALE					1	5	3	2					11	46,715	513,863
TOTAL				1	1	9	5	2	1				19	46,603	885,464
FACULTY															
MINORITY FEMALE					3								3	35,902	107,707
MINORITY MALE			1	1	16								18	35,231	634,160
WHITE FEMALE			2	13	14	1							30	32,411	972,319
WHITE MALE			4	2	54	2							62	35,385	2,193,897
TOTAL			7	16	87	3							113	34,585	3,908,083
PROF/NON-FACULTY															
MINORITY FEMALE					2	1							3	37,298	111,895
MINORITY MALE						3							3	42,985	128,955
WHITE FEMALE				2		1							3	34,048	102,143
WHITE MALE					3	1							4	39,076	156,305
TOTAL				2	5	6							13	38,408	499,298
SECTY/CLERICAL															
MINORITY FEMALE		9											9	16,194	145,744
MINORITY MALE															
WHITE FEMALE	2	37	8	3									50	17,825	891,229
WHITE MALE		2											2	14,358	28,716
TOTAL	2	48	8	3									61	17,470	1,065,689
TECH/PARAPROF															
MINORITY FEMALE		4											4	16,657	66,629
MINORITY MALE		3		1									4	20,081	80,324
WHITE FEMALE		7	7										14	18,085	253,188
WHITE MALE		4	4										8	19,293	154,344
TOTAL		18	11	1									30	18,483	554,485
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1										1	23,472	23,472
WHITE FEMALE		1		1									2	22,584	45,168
WHITE MALE			7	2									9	23,257	209,316
TOTAL		1	8	3									12	23,163	277,956
SERVICE/MAINT															
MINORITY FEMALE		1											1	17,028	17,028
MINORITY MALE		4	2	1									7	18,820	131,738
WHITE FEMALE	9	3											12	11,579	138,944
WHITE MALE	1	15	4	1									21	18,110	380,311
TOTAL	10	23	6	2									41	16,293	668,021
GRAND TOTAL															
MINORITY FEMALE		14			5	2	1						22	24,572	540,574
MINORITY MALE		7	4	3	16	5							35	31,141	1,089,931
WHITE FEMALE	11	48	17	20	14	3	1		1				115	22,537	2,591,734
WHITE MALE	1	21	19	5	58	8	3	2					117	31,083	3,636,757
TOTAL	12	90	40	28	93	18	5	2	1				289	27,194	7,858,996

YUBA COLLEGE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE					1		1						2	10.50	46.0
MINORITY MALE						2							2	10.50	48.0
WHITE FEMALE				1		1	1	1					4	21.00	48.5
WHITE MALE				2		2	4	2	1				11	57.80	53.0
TOTAL				3	1	5	6	3	1				19	99.80	49.1
FACULTY															
MINORITY FEMALE				1	1	1							3	2.60	42.3
MINORITY MALE			1	8	2	3	2	2					18	15.90	43.6
WHITE FEMALE			4	8	4	5	6	2	1				30	26.50	44.0
WHITE MALE			2	8	10	16	9	12	3	1	1		62	54.80	48.5
TOTAL			7	25	17	25	17	16	4	1	1		113	99.80	46.3
PROF/NON-FACULTY															
MINORITY FEMALE				1	1	1							3	23.00	40.3
MINORITY MALE						1	2						3	23.00	51.3
WHITE FEMALE				1		1	1						3	23.00	44.0
WHITE MALE				1	1	1	1						4	30.70	45.3
TOTAL				3	2	4	4						13	99.70	45.2
SECTY/CLERICAL															
MINORITY FEMALE		1	2	2	2	1		1					9	14.70	38.
MINORITY MALE															
WHITE FEMALE	1	4	10	9	6	9	9	1	1				50	81.90	[illegible]
WHITE MALE		1				1							2	3.20	39..
TOTAL	1	6	12	11	8	11	9	2	1				61	99.80	40.2
TECH/PARAPROF															
MINORITY FEMALE		2				1			1				4	13.30	41.5
MINORITY MALE		1	1	1		1							4	13.30	36.5
WHITE FEMALE		2	1	4	4	1		1	1				14	46.60	40.2
WHITE MALE			2	3		1	1	1					8	26.60	41.1
TOTAL		5	4	8	4	4	1	2	2				30	99.80	40.1
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE						1							1	8.30	47.0
WHITE FEMALE				1	1								2	16.60	38.0
WHITE MALE					2		5	2					9	75.00	50.4
TOTAL				1	3	1	5	2					12	99.90	48.1
SERVICE/MAINT															
MINORITY FEMALE							1						1	2.40	52.0
MINORITY MALE				3		1		2	1				7	17.00	48.1
WHITE FEMALE			1				3	7		1			12	29.20	54.8
WHITE MALE		1	4	2	3	2	1	6	2				21	51.20	45.8
TOTAL		1	5	5	3	3	5	15	3	1			41	99.80	49.0
GRAND TOTAL															
MINORITY FEMALE		3	2	4	5	4	2	1	1				22	7.60	41.1
MINORITY MALE		1	2	12	2	9	4	4	1				35	12.10	44.7
WHITE FEMALE	1	6	16	24	15	17	20	12	3	1			115	39.70	43.2
WHITE MALE		2	8	16	16	23	21	23	6	1	1		117	40.40	47.5
TOTAL	1	12	28	56	38	53	47	40	11	2	1		289	99.80	45.0

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- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
● 5 full-time persons were hired	0	20%	20%	60%
● 3 were promoted	0	67%	0	33%
● Fall 1985: 31 positions were reported filled in Executive/Administrative/Managerial	3%	32%	13%	52%
▸ 3% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
● 4 full-time persons were hired	0	50%	25%	25%
● 6 were promoted	0	67%	0	33%
● Fall 1985: 10 positions were reported filled in Professional/Non-Faculty	0	90%	10%	0
▸ None of the persons in this position category was 60 years of age or older				
In the District Office as a whole				
● 60 full-time persons were hired	6%	42%	5%	47%
● 35 were promoted	3%	63%	10%	23%
● Fall 1985: 190 positions were reported filled in the District Office	6%	74%	6%	14%

- Reported in the two lowest salary ranges were:
  64% of all females and, of these, 8% were minority females
  16% of all males and, of these, 33% were minority males

- 59% of all full-time females employed in the district office were in the secretarial/clerical position category; 10% of these were filled by minority females

- 5% of all full-time males employed in the district office were in the service/maintenance position category; none of these positions was filled by minority males

- In the technical/paraprofessional position category in the district office, the mean salary of all males exceeded the mean salary of all females by $ 4,695 or 17%

- In the skilled crafts position category in the district office, males filled 100% of the positions and, of these, minority males filled 25%

AASTFHPS/STFHPS

CHANCELLOR'S OFFICE
CALIFORNIA COMMUNITY COLLEGES
STAFF DATA SYSTEM

12/03/86
17:19:44

COAST DISTRICT OFFICE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI- TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	23	19	4	19	4										
1983-85 NEW HIRES	5	4	1	3	1					1					
1983-85 PROMOTIONS	3	1	2	1	2										
1985 REPORTED STAFF	31	20	11	16	10		1	3		1					
FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
PROF/NON-FACULTY															
1983-85 SEPARATIONS	9	5	4	4	3					1	1				
1983-85 NEW HIRES	4	2	2	1	2			1							
1983-85 PROMOTIONS	6	2	4	2	4										
1985 REPORTED STAFF	10	1	9		9			1							
SECTY/CLERICAL															
1983-85 SEPARATIONS	17		17		16						1				
1983-85 NEW HIRES	24		24		23						1				
1983-85 PROMOTIONS	13		13		12						1				
1985 REPORTED STAFF	69		69		62				2		5				
TECH/PARAPROF															
1983-85 SEPARATIONS	28	15	13	12	10	2		1	1		1				1
1983-85 NEW HIRES	21	10	11	7	10	1				2	1				
1983-85 PROMOTIONS	13	4	9	2	8			1		1	1				
1985 REPORTED STAFF	70	44	26	36	26	2		3		3					
SKILLED CRAFTS															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES	2	2		1						1					
1983-85 PROMOTIONS															
1985 REPORTED STAFF	4	4		3						1					
SERVICE/MAINT															
1983-85 SEPARATIONS	3	2	1	2	1										
1983-85 NEW HIRES	4	2	2	2	2										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	6	4	2	4	2										
GRAND TOTAL															
1983-85 SEPARATIONS	81	42	39	38	34	2		1	1	1	3				1
1983-85 NEW HIRES	60	20	40	14	38	1		1		4	2				
1983-85 PROMOTIONS	35	7	28	5	26			1		1	2				
1985 REPORTED STAFF	190	73	117	59	109	2	1	7	2	5	5				

COAST DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE						1							1	43,871	43,871
MINORITY MALE							1	1	2				4	59,018	236,073
WHITE FEMALE				1	3	4		1		1			10	44,514	445,136
WHITE MALE					1	6	3	1	2	2		1	16	54,079	865,263
TOTAL				1	4	11	4	3	4	3		1	31	51,301	1,590,340
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE			1										1	20,123	20,123
WHITE FEMALE			1	5	3								9	30,290	272,608
WHITE MALE															
TOTAL			2	5	3								10	29,273	292,731
SECTY/CLERICAL															
MINORITY FEMALE		1	5	1									7	22,502	157,515
MINORITY MALE															
WHITE FEMALE		11	43	7	1								62	22,083	1,369,140
WHITE MALE															
TOTAL		12	48	8	1								69	22,125	1,526,655
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE		1	1	5	1								8	27,525	220,200
WHITE FEMALE		1	11	12		2							26	27,238	708,196
WHITE MALE		1	3	16	10	6							36	32,913	1,184,880
TOTAL		3	15	33	11	8							70	30,190	2,113,276
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1										1	24,252	24,252
WHITE FEMALE															
WHITE MALE		1		2									3	23,802	71,406
TOTAL		1	1	2									4	23,915	95,658
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		2											2	16,955	33,909
WHITE MALE			3	1									4	22,464	89,855
TOTAL		2	3	1									6	20,627	123,764
GRAND TOTAL															
MINORITY FEMALE		1	5	1		1							8	25,173	201,386
MINORITY MALE		1	3	5	1		1	1	2				14	35,760	500,645
WHITE FEMALE		14	55	25	7	6		1		1			109	25,954	2,828,989
WHITE MALE		2	6	19	11	12	3	1	2	2		1	59	37,481	2,211,404
TOTAL		18	69	50	19	19	4	3	4	3		1	190	30,223	5,742,424

COAST DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE								1					1	3.20	56.0
MINORITY MALE						2	1	1					4	12.90	50.3
WHITE FEMALE				4	2	2	1		1				10	32.20	44.8
WHITE MALE				2	1	6	5	2					16	51.60	48.8
TOTAL				6	3	10	7	4	1				31	99.90	47.9
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE		1											1	10.00	29.0
WHITE FEMALE		1	1	1	1	3	1	1					9	90.00	44.2
WHITE MALE															
TOTAL		2	1	1	1	3	1	1					10	100.00	42.7
SECTY/CLERICAL															
MINORITY FEMALE			1		1	2	1	2					7	10.10	47.9
MINORITY MALE															
WHITE FEMALE	3	7	7	6	4	8	13	7	6	1			62	89.80	44.4
WHITE MALE															
TOTAL	3	7	8	6	5	10	14	9	6	1			69	99.90	44.7
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE		2		2	4								8	11.40	36.6
WHITE FEMALE	3	3	5	3	6	4	1	1					26	37.10	37.3
WHITE MALE	2	14	8	3	1	4	3	1					36	51.40	33.9
TOTAL	5	19	13	8	11	8	4	2					70	99.90	35.5
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE		1											1	25.00	29.0
WHITE FEMALE															
WHITE MALE			1	1				1					3	75.00	41.7
TOTAL		1	1	1				1					4	100.00	38.5
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		2											2	33.30	26.0
WHITE MALE					1		2	1					4	66.60	50.5
TOTAL		2			1		2	1					6	99.90	42.3
GRAND TOTAL															
MINORITY FEMALE			1		1	2	1	3					8	4.20	48.9
MINORITY MALE		4		2	4	2	1	1					14	7.30	39.4
WHITE FEMALE	6	13	13	14	13	17	16	9	7	1			109	57.30	42.4
WHITE MALE	2	14	9	6	3	10	10	5					59	31.00	39.5
TOTAL	8	31	23	22	21	31	28	18	7	1			190	99.80	41.5

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	0	0	0	100%
• None was promoted	0	0	0	0
• Fall 1985: 6 positions were reported filled in Executive/Administrative/Managerial	0	0	17%	83%
▸ None of the persons in this position category was 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	0	100%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 8 positions were reported filled in Professional/Non-Faculty	0	38%	0	63%
▸ None of the persons in this position category was 60 years of age or older				
In the District Office as a whole				
• 9 full-time persons were hired	0	67%	11%	22%
• None was promoted	0	0	0	0
• Fall 1985: 38 positions were reported filled in the District Office	11%	42%	11%	37%

▸ Reported in the two lowest salary ranges were:
75% of all females and, of these, 13% were minority females
39% of all males and, of these, 43% were minority males

▸ 75% of all full-time females employed in the district office were in the secretarial/clerical position category, 20% of these were filled by minority females

▸ 17% of all full-time males employed in the district office were in the service/maintenance position category, 33% of these were filled by minority males

▸ In the technical/paraprofessional position category in the district office, the mean salary of all males exceeded the mean salary of all females by $ 4,231or 25%

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AASTFHPS/STFHPS                          C H A N C E L L O R ' S   O F F I C E                                  12/03/86
                               C A L I F O R N I A   C O M M U N I T Y   C O L L E G E S                        17:19:44
                                             S T A F F   D A T A   S Y S T E M
CONTRA COSTA DISTRICT OFFICE
                                                     FULL TIME EMPLOYEES
                         1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

   POSITION                TOTAL                           NON - HISPANIC                              ASIAN/PAC.                 AMER IND/
   CATEGORY                POSI-  TOTAL   TOTAL         WHITE         BLACK            HISPANIC        ISLANDER      FILIPINO     AL NATIVE
                           TIONS  MALES FEMALES        M      F      M      F      M      F      M      F      M      F      M      F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS          2      1       1        1      1
  1983-85 NEW HIRES            2      2                2
  1983-85 PROMOTIONS
  1985 REPORTED STAFF          6      6                5             1

FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

PROF/NON-FACULTY
  1983-85 SEPARATIONS          2      2                1                                         1
  1983-85 NEW HIRES            1              1               1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF          8      5       3        5      3

SECTY/CLERICAL
  1983-85 SEPARATIONS          4              4               2             1                           1
  1983-85 NEW HIRES            5              5               5
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         15             15              12                           2                                           1

TECH/PARAPROF
  1983-85 SEPARATIONS          2      1       1        1      1
  1983-85 NEW HIRES            1      1                                                                                        1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF          6      4       2        2      1                                  1      1                      1

SKILLED CRAFTS
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

SERVICE/MAINT
  1983-85 SEPARATIONS          2      1       1        1      1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF          3      3                2                    1

GRAND TOTAL
  1983-85 SEPARATIONS         12      5       7        4      5             1                    1      1
  1983-85 NEW HIRES            9      3       6        2      6                                                                1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         38     18      20       14     16      1             1      2      1      1                      1      1
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CONTRA COSTA DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE						1							1	45,696	45,696
WHITE FEMALE															
WHITE MALE							3	1				1	5	58,495	292,474
TOTAL						1	3	1				1	6	56,362	338,170
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1	2									3	27,514	82,543
WHITE MALE				3	1	1							5	33,063	165,315
TOTAL			1	5	1	1							8	30,982	247,858
SECTY/CLERICAL															
MINORITY FEMALE			1	1	1								3	27,540	82,620
MINORITY MALE															
WHITE FEMALE		1	10		1								12	22,114	265,369
WHITE MALE															
TOTAL		1	11	1	2								15	23,199	347,989
TECH/PARAPROF															
MINORITY FEMALE		1											1	16,667	16,667
MINORITY MALE			2										2	20,339	40,678
WHITE FEMALE		1											1	16,667	16,667
WHITE MALE			2										2	21,456	42,912
TOTAL		2	4										6	19,487	116,924
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE			1										1	20,618	20,618
WHITE FEMALE															
WHITE MALE		1	1										2	21,030	42,060
TOTAL		1	2										3	20,893	62,678
GRAND TOTAL															
MINORITY FEMALE		1	1	1	1								4	24,822	99,287
MINORITY MALE			3			1							4	26,748	106,992
WHITE FEMALE		2	11	2	1								16	22,786	364,577
WHITE MALE		1	3	3	1	1	3	1				1	14	38,769	542,761
TOTAL		4	18	6	3	2	3	1				1	38	29,306	1,113,619

CONTRA COSTA DISTRICT OFFICL

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE						1							1	16.60	48.0
WHITE FEMALE															
WHITE MALE					3	1		1					5	83.30	46.6
TOTAL					3	2		1					6	99.90	46.8
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				2	1								3	37.50	39.7
WHITE MALE				1	1	2		1					5	62.50	46.2
TOTAL				3	2	2		1					8	100.00	43.8
SECTY/CLERICAL															
MINORITY FEMALE				1	1		1						3	20.00	44.0
MINORITY MALE															
WHITE FEMALE		2		5	2	1	1		1				12	80.00	40.1
WHITE MALE															
TOTAL		2		6	3	1	2		1				15	100.00	40.9
TECH/PARAPROF															
MINORITY FEMALE				1									1	16.60	36.0
MINORITY MALE		2											2	33.30	26.0
WHITE FEMALE				1									1	16.60	39.0
WHITE MALE						2							2	33.30	47.5
TOTAL		2		2		2							6	99.80	37.0
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE					1								1	33.30	40.0
WHITE FEMALE															
WHITE MALE		1				1							2	66.60	38.5
TOTAL		1			1	1							3	99.90	39.0
GRAND TOTAL															
MINORITY FEMALE				2	1		1						4	10.50	42.0
MINORITY MALE		2			1	1							4	10.50	35.0
WHITE FEMALE		2		8	3	1	1		1				16	42.10	39.9
WHITE MALE		1		1	4	6		2					14	36.80	45.4
TOTAL		5		11	9	8	2	2	1				38	99.90	41.7

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 3 full-time persons were hired	0	67%	0	33%
• 6 were promoted	0	17%	17%	67%
• Fall 1985: 15 positions were reported filled in Executive/Administrative/Managerial	0	33%	20%	47%
• 20% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 4 full-time persons were hired	0	75%	0	25%
• 7 were promoted	14%	14%	14%	57%
• Fall 1985: 17 positions were reported filled in Professional/Non-Faculty	18%	35%	6%	41%
• 6% of the persons in this position category were 60 years of age or older				
In the District Office as a whole				
• 32 full-time persons were hired	13%	34%	22%	31%
• 32 were promoted	9%	22%	28%	41%
• Fall 1985: 137 positions were reported filled in the District Office	10%	20%	34%	36%

- Reported in the two lowest salary ranges were:
  12% of all females and, of these, 40% were minority females
  3% of all males and, of these, 33% were minority males

- 31% of all full-time females employed in the district office were in the secretarial/clerical position category; 31% of these were filled by minority females

- 52% of all full-time males employed in the district office were in the service/maintenance position category; 69% of these were filled by minority males

- In the technical/paraprofessional position category in the district office, the mean salary of all males exceeded the mean salary of all females by $ 388 or 1%

- In the skilled crafts position category in the district office, males filled 100% of the positions and, of these, minority males filled 19%

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FOOTHILL DISTRICT OFFICE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	6	5	1	5							1				
1983-85 NEW HIRES	3	1	2	1	2										
1983-85 PROMOTIONS	6	5	1	4	1	1									
1985 REPORTED STAFF	15	10	5	7	5	1						2			
FACULTY															
1983-85 SEPARATIONS	2	1	1	1									1		
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
PROF/NON-FACULTY															
1983-85 SEPARATIONS	10	5	5	4	5	1									
1983-85 NEW HIRES	4	1	3	1	3										
1983-85 PROMOTIONS	7	5	2	4	1					1			1		
1985 REPORTED STAFF	17	8	9	7	6				1	1	1		1		
SECTY/CLERICAL															
1983-85 SEPARATIONS	18	3	15	3	14						1				
1983-85 NEW HIRES	7	1	6		4	1					1		1		
1983-85 PROMOTIONS	3		3		3										
1985 REPORTED STAFF	14	1	13		9	1					1		3		
TECH/PARAPROF															
1983-85 SEPARATIONS	6	2	4	2	2						2				
1983-85 NEW HIRES	5	2	3	1	1			1	1		1				
1983-85 PROMOTIONS	7	3	4	2	2	1					1		1		
1985 REPORTED STAFF	19	6	13	3	7			2	2		2	1	2		
SKILLED CRAFTS															
1983-85 SEPARATIONS	6	6		5				1							
1983-85 NEW HIRES	4	4		4											
1983-85 PROMOTIONS	3	3		2				1							
1985 REPORTED STAFF	21	21		17		1		2		1					
SERVICE/MAINT															
1983-85 SEPARATIONS	7	7		3				3				1			
1983-85 NEW HIRES	9	8	1	3	1			2		1		2			
1983-85 PROMOTIONS	6	6		1								5			
1985 REPORTED STAFF	51	49	2	15	1		1	10		2		22			
GRAND TOTAL															
1983-85 SEPARATIONS	55	29	26	23	21	1		4			4	1	1		
1983-85 NEW HIRES	32	17	15	10	11	1		3	1	1	2	2	1		
1983-85 PROMOTIONS	32	22	10	13	7	2		1		1	1	5	2		
1985 REPORTED STAFF	137	95	42	49	28	3	1	14	3	4	4	25	6		

FOOTHILL DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE						1		2					3	53,388	160,164
WHITE FEMALE			1	1		1	1		1				5	40,706	203,532
WHITE MALE	1						3		2			1	7	53,630	375,410
TOTAL	1		1	1		2	4	2	3			1	15	49,274	739,106
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE				1	1	1							3	36,668	110,004
MINORITY MALE					1								1	36,888	36,888
WHITE FEMALE				2	2	1	1						6	36,724	220,344
WHITE MALE				1	1	1	3	1					7	44,926	314,434
TOTAL				4	5	3	4	1					17	40,101	631,720
SECTY/CLERICAL															
MINORITY FEMALE		2	2										4	19,527	78,108
MINORITY MALE		1											1	17,952	17,952
WHITE FEMALE		3	6										9	20,812	187,308
WHITE MALE															
TOTAL		6	8										14	20,241	283,368
TECH/PARAPROF															
MINORITY FEMALE			1	5									6	27,640	165,840
MINORITY MALE			1	2									3	27,808	83,424
WHITE FEMALE			3	4									7	26,463	185,244
WHITE MALE			1	2									3	26,980	80,940
TOTAL			6	13									19	27,129	515,448
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				3	1								4	30,357	121,428
WHITE FEMALE															
WHITE MALE			1	5	11								17	33,113	562,920
TOTAL			1	8	12								21	32,588	684,348
SERVICE/MAINT															
MINORITY FEMALE			1										1	25,020	25,020
MINORITY MALE			26	8									34	24,517	833,592
WHITE FEMALE			1										1	20,724	20,724
WHITE MALE		1	8	5	1								15	25,385	380,772
TOTAL		1	36	13	1								51	24,708	1,260,108
GRAND TOTAL															
MINORITY FEMALE		2	4	6	1	1							14	27,069	378,972
MINORITY MALE		1	27	13	2	1		2					46	27,249	1,253,448
WHITE FEMALE		3	11	7	2	2	2		1				28	29,184	817,152
WHITE MALE	1	1	10	13	13	1	6	1	2			1	49	34,990	1,714,526
TOTAL	1	7	52	39	18	5	8	3	3			1	137	30,395	4,164,098

FOOTHILL DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE					1	1			1				3	20.00	51.3
WHITE FEMALE		1		1		1	2						5	33.30	42.2
WHITE MALE				1	1	1	2		1	1			7	46.60	52.1
TOTAL		1		2	2	3	4		2	1			15	99.90	48.7
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE				2	1								3	17.60	38.0
MINORITY MALE		1											1	5.80	29.0
WHITE FEMALE				1		2	2	1					6	35.20	48.8
WHITE MALE				2	2	1		1	1				7	41.10	46.7
TOTAL		1		5	3	3	2	2	1				17	99.70	44.9
SECTY/CLERICAL															
MINORITY FEMALE		1		1	1		1						4	28.50	38.8
MINORITY MALE					1								1	7.10	42.0
WHITE FEMALE			1		2	1	2	3					9	64.20	49.2
WHITE MALE															
TOTAL		1	1	1	4	1	3	3					14	99.80	45.7
TECH/PARAPROF															
MINORITY FEMALE	1		2	2			1						6	31.50	36.3
MINORITY MALE		1		1					1				3	15.70	43.3
WHITE FEMALE			1		1	4	1						7	36.80	44.3
WHITE MALE			2	1									3	15.70	32.7
TOTAL	1	1	5	4	1	4	2		1				19	99.70	39.8
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1	2			1						4	19.00	39.3
WHITE FEMALE															
WHITE MALE		1	3	3	3	1	3	2		1			17	80.90	43.6
TOTAL		1	4	5	3	1	4	2		1			21	99.90	42.8
SERVICE/MAINT															
MINORITY FEMALE								1					1	1.90	55.0
MINORITY MALE		3	4	4	1	6	9	6	1				34	66.60	45.9
WHITE FEMALE		1											1	1.90	29.0
WHITE MALE	1	1	1	4	1	2	3	1	1				15	29.40	42.1
TOTAL	1	5	5	8	2	8	12	8	2				51	99.80	44.6
GRAND TOTAL															
MINORITY FEMALE	1	1	2	5	2		2	1					14	10.20	38.7
MINORITY MALE		5	5	7	3	7	10	6	3				46	33.50	45.1
WHITE FEMALE		2	2	2	3	8	7	4					28	20.40	45.9
WHITE MALE	1	2	6	11	7	5	8	4	3	2			49	35.70	44.1
TOTAL	2	10	15	25	15	20	27	15	6	2			137	99.80	44.3

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	0	50%	0	50%
• 1 was promoted	0	0	0	100%
• Fall 1985: 14 positions were reported filled in Executive/Administrative/Managerial	14%	7%	7%	71%
▸ 14% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 1 position was reported filled in Professional/Non-Faculty	0	0	100%	0
▸ None of the persons in this position category was 60 years of age or older				
In the District Office as a whole				
• 15 full-time persons were hired	13%	47%	7%	33%
• 10 were promoted	0	40%	30%	30%
▸ Fall 1985: 90 positions were reported filled in the District Office	6%	40%	13%	41%

- Reported in the two lowest salary ranges were:
  29% of all females and, of these, 21% were minority females
  67% of all males and, of these, 71% were minority males

- 76% of all full-time females employed in the district office were in the secretarial/clerical position category; 10% of these were filled by minority females

- 29% of all full-time males employed in the district office were in the service/maintenance position category; 29% of these were filled by minority males

- In the skilled crafts position category in the district office, males filled 100% of the positions and, of these, minority males filled 33%

AASTFHPS/STFHPS

CHANCELLOR'S OFFICE
CALIFORNIA COMMUNITY COLLEGES
STAFF DATA SYSTEM

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GROSSMONT DISTRICT OFFICE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI- TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M		BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/ AL NATIVE M	F
					F										
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	3	2	1	2	1										
1983-85 NEW HIRES	2	1	1	1	1										
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	14	11	3	10	1	1			1		1				
FACULTY															
1983-85 SEPARATIONS	3	1	2	1	1				1						
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	2		2		2										
PROF/NON-FACULTY															
1983-85 SEPARATIONS	1		1		1										
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	1	1						1							
SECTY/CLERICAL															
1983-85 SEPARATIONS	12		12		12										
1983-85 NEW HIRES	8	1	7	1	5		1		1						
1983-85 PROMOTIONS	5	1	4	1	4										
1985 REPORTED STAFF	38	7	31	5	28		1		1	1				1	1
TECH/PARAPROF															
1983-85 SEPARATIONS	2	2		2											
1983-85 NEW HIRES	2	1	1	1	1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	14	10	4	8	4	1		1							
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS	2	2		1				1							
1985 REPORTED STAFF	6	6		4				1						1	
SERVICE/MAINT															
1983-85 SEPARATIONS	3	3		3											
1983-85 NEW HIRES	3	3		2				1							
1983-85 PROMOTIONS	2	2						1						1	
1985 REPORTED STAFF	15	14	1	10	1	1		2						1	
GRAND TOTAL															
1983-85 SEPARATIONS	24	8	16	8	15				1						
1983-85 NEW HIRES	15	6	9	5	7		1	1	1						
1983-85 PROMOTIONS	10	6	4	3	4			2						1	
1985 REPORTED STAFF	90	49	41	37	36	3	1	5	2	1	1			3	1

GROSSMONT DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE				1	1								2	33,482	66,964
MINORITY MALE					1								1	36,561	36,561
WHITE FEMALE					1								1	35,421	35,421
WHITE MALE	1			1	1		4	2		1			10	46,495	464,052
TOTAL	1			2	4		4	2		1			14	43,071	602,998
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1		1								2	31,889	63,778
WHITE MALE															
TOTAL			1		1								2	31,889	63,778
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE				1									1	31,077	31,077
WHITE FEMALE															
WHITE MALE															
TOTAL				1									1	31,077	31,077
SECTY/CLERICAL															
MINORITY FEMALE	1	2											3	12,042	36,127
MINORITY MALE		1		1									2	23,704	47,407
WHITE FEMALE		16	10	2									28	19,276	539,725
WHITE MALE		3	2										5	19,073	95,365
TOTAL	1	22	12	3									38	18,911	718,624
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE			1	1									2	24,487	48,973
WHITE FEMALE		1	1	2									4	23,491	93,963
WHITE MALE		1	3	4									8	25,209	201,675
TOTAL		2	5	7									14	24,615	344,611
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			2										2	21,163	42,326
WHITE FEMALE															
WHITE MALE			3	1									4	25,133	100,530
TOTAL			5	1									6	23,809	142,856
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		2	2										4	18,969	75,876
WHITE FEMALE			1										1	19,100	19,100
WHITE MALE		6	4										10	18,528	185,276
TOTAL		8	7										15	18,683	280,252
GRAND TOTAL															
MINORITY FEMALE	1	2		1	1								5	20,618	103,091
MINORITY MALE		3	5	3	1								12	23,518	282,220
WHITE FEMALE		17	13	4	2								36	20,889	751,987
WHITE MALE	1	10	12	6	1		4	2		1			37	28,295	1,046,898
TOTAL	2	32	30	14	5		4	2		1			90	24,269	2,184,195

GROSSMONT DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE						1		1					2	14.20	53.0
MINORITY MALE							1						1	7.10	50.0
WHITE FEMALE								1					1	7.10	58.0
WHITE MALE				2		3	2	1	1	1			10	71.40	51.6
TOTAL				2		4	3	3	1	1			14	99.80	52.1
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE					1		1						2	100.00	47.5
WHITE MALE															
TOTAL					1		1						2	100.00	47.5
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE				1									1	100.00	38.0
WHITE FEMALE															
WHITE MALE															
TOTAL				1									1	100.00	38.0
SECTY/CLERICAL															
MINORITY FEMALE	1			1	1								3	7.80	34.7
MINORITY MALE				1				1					2	5.20	46.5
WHITE FEMALE			2	8	4	6	1	5	1	1			28	73.60	45.6
WHITE MALE	1			3			1						5	13.10	36.6
TOTAL	2		2	13	5	6	2	6	1	1			38	99.70	43.6
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE				1					1				2	14.20	48.5
WHITE FEMALE			1	1		1	1						4	28.50	41.8
WHITE MALE		1		3	2		2						8	57.10	40.8
TOTAL		1	1	5	2	1	3		1				14	99.80	42.1
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE							2						2	33.30	54.0
WHITE FEMALE															
WHITE MALE					1	1	2						4	66.60	48.8
TOTAL					1	1	4						6	99.90	50.5
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE			1	1	1		1						4	26.60	40.0
WHITE FEMALE					1								1	6.60	41.0
WHITE MALE	1	1	1	1	1	1	1	2	1				10	66.60	43.7
TOTAL	1	1	2	2	3	1	2	2	1				15	99.80	42.5
GRAND TOTAL															
MINORITY FEMALE	1			1	1	1		1					5	5.50	42.0
MINORITY MALE			1	4	1		4	1	1				12	13.30	45.5
WHITE FEMALE			3	9	6	7	3	6	1	1			36	40.00	45.5
WHITE MALE	2	2	1	9	4	5	8	3	2	1			37	41.10	44.8
TOTAL	3	2	5	23	12	13	15	11	4	2			90	99.90	45.0

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 1 full-time person was hired	0	0	0	100%
• None was promoted	0	0	0	0
• Fall 1985: 6 positions were reported filled in Executive/Administrative/Managerial	0	33%	0	67%
▸ None of the persons in this position category was 60 years of age or older				
Professional/Non-Faculty				
• 2 full-time persons were hired	0	0	0	100%
• None was promoted	0	0	0	0
• Fall 1985: 4 positions were reported filled in Professional/Non-Faculty	0	0	0	100%
▸ None of the persons in this position category was 60 years of age or older				
In the District Office as a whole				
• 3 full-time persons were hired	0	0	0	100%
• 6 were promoted	17%	83%	0	0
• Fall 1985: 32 positions were reported filled in the District Office	19%	50%	0	31%

▸ Reported in the two lowest salary ranges were:
77% of all females and, of these, 35% were minority females
30% of all males and, of these, none is minority

▸ 59% of all full-time females employed in the district office were in the secretarial/clerical position category; 46% of these were filled by minority females

▸ In the technical/paraprofessional position category in the district office, the mean salary of all females exceeded the mean salary of all males by $ 6,642 or 38%

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CALIFORNIA COMMUNITY COLLEGES
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KERN DISTRICT OFFICE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	2	2		1				1							
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	6	4	2	4	2										
FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
PROF/NON-FACULTY															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES	2	2		2											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	4	4		4											
SECTY/CLERICAL															
1983-85 SEPARATIONS	3		3		1				2						
1983-85 NEW HIRES															
1983-85 PROMOTIONS	4		4		3		1								
1985 REPORTED STAFF	14	1	13	1	7		2		2				2		
TECH/PARAPROF															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS	2		2		2										
1985 REPORTED STAFF	8	1	7	1	7										
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
SERVICE/MAINT															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
GRAND TOTAL															
1983-85 SEPARATIONS	6	3	3	2	1			1	2						
1983-85 NEW HIRES	3	3		3											
1983-85 PROMOTIONS	6		6		5		1								
1985 REPORTED STAFF	32	10	22	10	16		2		2				2		

KERN DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE					1	1							2	38,163	76,325
WHITE MALE						1	1	1		1			4	54,769	219,075
TOTAL					1	2	1	1		1			6	49,233	295,400
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE			1		3								4	32,251	129,004
TOTAL			1		3								4	32,251	129,004
SECTY/CLERICAL															
MINORITY FEMALE		1	5										6	21,085	126,512
MINORITY MALE															
WHITE FEMALE		6	1										7	16,914	118,397
WHITE MALE			1										1	19,301	19,301
TOTAL		7	7										14	18,872	264,210
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		1	3	3									7	24,254	169,778
WHITE MALE		1											1	17,612	17,612
TOTAL		2	3	3									8	23,424	187,390
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
GRAND TOTAL															
MINORITY FEMALE		1	5										6	21,085	126,512
MINORITY MALE															
WHITE FEMALE		7	4	3	1	1							16	22,781	364,500
WHITE MALE		1	2		3	1	1	1		1			10	38,499	384,992
TOTAL		9	11	3	4	2	1	1		1			32	27,375	876,004

KERN DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				1	1								2	33.30	39.5
WHITE MALE					1	1	1	1					4	66.60	50.0
TOTAL				1	2	1	1	1					6	99.90	46.5
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE				2	2								4	100.00	40.3
TOTAL				2	2								4	100.00	40.3
SECTY/CLERICAL															
MINORITY FEMALE		1	3	1	1								6	42.80	33.7
MINORITY MALE															
WHITE FEMALE		1	2	2		1			1				7	50.00	39.6
WHITE MALE				1									1	7.10	39.0
TOTAL		2	5	4	1	1			1				14	99.90	37.0
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1	2	1	1	1		1				7	87.50	43.7
WHITE MALE				1									1	12.50	35.0
TOTAL			1	3	1	1	1		1				8	100.00	42.6
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
GRAND TOTAL															
MINORITY FEMALE		1	3	1	1								6	18.70	33.7
MINORITY MALE															
WHITE FEMALE		1	3	5	2	2	1		2				16	50.00	41.4
WHITE MALE				4	3	1	1	1					10	31.20	43.5
TOTAL		2	6	10	6	3	2	1	2				32	99.90	40.6

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	Minority Male	White Female	White Male
Executive/Administrative/Managerial				
• 5 full-time persons were hired	20%	0	60%	20%
• 2 were promoted	50%	0	0	50%
• Fall 1985 37 positions were reported filled in Executive/Administrative/Managerial	11%	19%	30%	41%
▸ 11% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 17 full-time persons were hired	24%	12%	12%	53%
• 9 were promoted	56%	11%	0	33%
• Fall 1985 99 positions were reported filled in Professional/Non-Faculty	19%	20%	22%	38%
▸ 12% of the persons in this position category were 60 years of age or older				
In the District Office as a whole				
• 74 full-time persons were hired	38%	14%	26%	23%
• 28 were promoted	39%	18%	11%	32%
• Fall 1985 370 positions were reported filled in the District Office	38%	18%	23%	21%

- Reported in the two lowest salary ranges were:
  - 70% of all females and, of these, 77% were minority females
  - 37% of all males and, of these, 68% were minority males
- 72% of all full-time females employed in the district office were in the secretarial/clerical position category; 77% of these were filled by minority females
- 7% of all full-time males employed in the district office were in the service/maintenance position category; 75% of these were filled by minority males
- In the technical/paraprofessional position category in the district office, the mean salary of all females exceeded the mean salary of all males by $ 482, or 2%
- In the skilled crafts position category, white males filled 100% of the positions in the district office

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LOS ANGELES DISTRICT OFFICE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	16	12	4	11			2		1	1	1				
1983-85 NEW HIRES	5	4	1	1		1		1		1	1				
1983-85 PROMOTIONS	2	1	1	1			1								
1985 REPORTED STAFF	37	26	11	15	7	5	3	4	1	1				1	
FACULTY															
1983-85 SEPARATIONS	32	21	11	16	9	1	1	3	1	1					
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	6	5	1	4	1	1									
PROF/NON-FACULTY															
1983-85 SEPARATIONS	44	23	21	12	13	3		2	1	5	5	1	2		
1983-85 NEW HIRES	17	11	6	9	2	1	1			1	2		1		
1983-85 PROMOTIONS	9	3	6	3	1				1		3		1		
1985 REPORTED STAFF	99	60	39	38	20	5	3	2	1	6	8	9	7		
SECTY/CLERICAL															
1983-85 SEPARATIONS	62	7	55	3	18	2	22		3		6	2	5		1
1983-85 NEW HIRES	35	8	27	2	6	2	10	2	5		3	2	2		1
1983-85 PROMOTIONS	10	2	8	1	4			1	3		1				
1985 REPORTED STAFF	181	32	149	6	34	9	54	10	24	1	18	5	16	1	3
TECH/PARAPROF															
1983-85 SEPARATIONS	10	5	5	2	3		1			3			1		
1983-85 NEW HIRES	14	11	3	4	1	1				5	2	1			
1983-85 PROMOTIONS	6	5	1	4						1	1				
1985 REPORTED STAFF	34	26	8	9	4	4		4		8	4	1			
SKILLED CRAFTS															
1983-85 SEPARATIONS	1	1								1					
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	1	1		1											
SERVICE/MAINT															
1983-85 SEPARATIONS	4	4				4									
1983-85 NEW HIRES	1	1				1									
1983-85 PROMOTIONS	1	1						1							
1985 REPORTED STAFF	12	12		3		8		1							
GRAND TOTAL															
1983-85 SEPARATIONS	169	73	96	44	43	10	26	5	6	11	12	3	8		1
1983-85 NEW HIRES	74	36	38	17	10	6	11	3	5	7	8	3	3		1
1983-85 PROMOTIONS	28	12	16	9	5		1	2	4	1	5		1		
1985 REPORTED STAFF	370	162	208	76	66	32	60	21	26	16	30	15	23	2	3

LOS ANGELES DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE							4						4	51,313	205,251
MINORITY MALE							6	3	1			1	11	57,113	628,241
WHITE FEMALE							2	2	1	1	1		7	61,879	433,156
WHITE MALE						3	4	4	2			2	15	58,185	872,781
TOTAL						3	16	9	4	1	1	3	37	57,822	2,139,429
FACULTY															
MINORITY FEMALE															
MINORITY MALE					1								1	38,690	38,690
WHITE FEMALE						1							1	45,684	45,684
WHITE MALE					1	2	1						4	42,522	170,088
TOTAL					2	3	1						6	42,410	254,462
PROF/NON-FACULTY															
MINORITY FEMALE			5	8	5	1							19	29,554	561,527
MINORITY MALE			3	9	10								22	30,831	678,272
WHITE FEMALE			2	7	10	1							20	31,469	629,374
WHITE MALE		1	7	7	9	12	2						38	34,730	1,319,736
TOTAL		1	17	31	34	14	2						99	32,211	3,188,909
SECTY/CLERICAL															
MINORITY FEMALE		64	47	4									115	18,666	2,146,604
MINORITY MALE		16	10										26	17,286	449,444
WHITE FEMALE		16	16	2									34	19,738	671,086
WHITE MALE		3	3										6	19,314	115,885
TOTAL		99	76	6									181	18,691	3,383,019
TECH/PARAPROF															
MINORITY FEMALE		1	1	2									4	23,030	92,121
MINORITY MALE		2	4	10	1								17	25,817	438,886
WHITE FEMALE			1	3									4	28,423	113,692
WHITE MALE		1	3	5									9	24,163	217,467
TOTAL		4	9	20	1								34	25,358	862,166
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE					1								1	33,304	33,304
TOTAL					1								1	33,304	33,304
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		3	3	2	1								9	22,655	203,895
WHITE FEMALE															
WHITE MALE		1		1	1								3	27,157	81,471
TOTAL		4	3	3	2								12	23,781	285,366
GRAND TOTAL															
MINORITY FEMALE		65	53	14	5	1	4						142	21,166	3,005,503
MINORITY MALE		21	20	21	13		6	3	1			1	86	28,342	2,437,428
WHITE FEMALE		16	19	12	10	2	2	2	1	1	1		66	28,682	1,892,992
WHITE MALE		6	13	13	12	17	7	4	2			2	76	36,983	2,810,732
TOTAL		108	105	60	40	20	19	9	4	1	1	3	370	27,423	10,146,655

LOS ANGELES DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE			1	1	1	1							4	10.80	39.3
MINORITY MALE				4	3	1	1	1	1				11	29.70	45.2
WHITE FEMALE			1	2		1	2		1				7	18.90	46.3
WHITE MALE			1	4	2	1	2	3	2				15	40.50	47.1
TOTAL			3	11	6	4	5	4	4				37	99.90	45.5
FACULTY															
MINORITY FEMALE															
MINORITY MALE				1									1	16.60	37.0
WHITE FEMALE									1				1	16.60	61.0
WHITE MALE				1			3						4	66.60	48.5
TOTAL				2			3		1				6	99.80	48.7
PROF/NON-FACULTY															
MINORITY FEMALE		3	3	3	4	4	1		1				19	19.10	40.3
MINORITY MALE			4	6	1	5	2	2	2				22	22.20	43.4
WHITE FEMALE			2	5	3	3	1	3	3				20	20.20	45.8
WHITE MALE		3	4	9	3	3	6	4	5	1			38	38.30	45.7
TOTAL		6	13	23	11	15	10	9	11	1			99	99.80	44.1
SECTY/CLERICAL															
MINORITY FEMALE	5	13	18	16	23	10	12	9	7	2			115	63.50	41.5
MINORITY MALE	1	10	5	5	1	3	1						26	14.30	33.5
WHITE FEMALE		1	4	4	3	5	2	8	6	1			34	18.70	49.1
WHITE MALE			2	2	1			1					6	3.30	40.2
TOTAL	6	24	29	27	28	18	15	18	13	3			181	99.80	41.7
TECH/PARAPROF															
MINORITY FEMALE		1	1	1	1								4	11.70	35.5
MINORITY MALE		3	6	3		2	2	1					17	50.00	37.5
WHITE FEMALE			1	1	1			1					4	11.70	41.8
WHITE MALE		1	4	3	1								9	26.40	35.0
TOTAL		5	12	8	3	2	2	2					34	99.80	37.1
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE					1								1	100.00	44.0
TOTAL					1								1	100.00	44.0
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE			2	1	1	1	2	2					9	75.00	44.9
WHITE FEMALE															
WHITE MALE					1		1	1					3	25.00	49.0
TOTAL			2	1	2	1	3	3					12	100.00	45.9
GRAND TOTAL															
MINORITY FEMALE	5	17	23	21	29	15	13	9	8	2			142	38.30	41.1
MINORITY MALE	1	13	17	20	6	12	8	6	3				86	23.20	39.6
WHITE FEMALE		1	8	12	7	9	5	12	11	1			66	17.80	47.5
WHITE MALE		4	11	19	9	4	12	9	7	1			76	20.50	44.5
TOTAL	6	35	59	72	51	40	38	36	29	4			370	99.80	42.6

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	Minority Male	White Female	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	0	50%	0	50%
• 2 were promoted	0	100%	0	0
• Fall 1985: 18 positions were reported filled in Executive/Administrative/Managerial	6%	39%	11%	44%
▸ 6% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	0	100%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 1 position was reported filled in Professional/Non-Faculty	0	100%	0	0
▸ None of the persons in this position category was 60 years of age or older				
In the District Office as a whole				
• 32 full-time persons were hired	19%	38%	3%	41%
• 28 were promoted	11%	32%	14%	43%
• Fall 1985: 146 positions were reported filled in the District Office	12%	34%	13%	41%

- Reported in the two lowest salary ranges were:
  - 75% of all females and, of these, 28% were minority females
  - 47% of all males and, of these, 30% were minority males

- 73% of all full-time females employed in the district office were in the secretarial/clerical position category, 31% of these were filled by minority females

- 53% of all full-time males employed in the district office were in the service/maintenance position category, 36% of these were filled by minority males

- In the technical/paraprofessional position category in the district office, the mean salary of all males exceeded the mean salary of all females by $ 3,861 or 15%

- In the skilled crafts position category in the district office, males filled 100% of the positions and, of these, minority males filled 7%

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LOS RIOS DISTRICT OFFICE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	8	6	2	5	2	1									
1983-85 NEW HIRES	2	1	1	1	1										
1983-85 PROMOTIONS	2		2		2										
1985 REPORTED STAFF	18	10	8	8	7	1				1	1				
FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	2	1	1	1	1										
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	1		1		1										
SECTY/CLERICAL															
1983-85 SEPARATIONS	9	1	8	1	3		3		1		1				
1983-85 NEW HIRES	13		13		7		1		4		1				
1983-85 PROMOTIONS	9		9		6		1				2				
1985 REPORTED STAFF	54	5	49	4	34	1	6		4		5				
TECH/PARAPROF															
1983-85 SEPARATIONS	2	2		1				1							
1983-85 NEW HIRES	3	1	2	1	2										
1983-85 PROMOTIONS	2	2		2											
1985 REPORTED STAFF	13	7	6	7	5						1				
SKILLED CRAFTS															
1983-85 SEPARATIONS	11	10	1	8	1			2							
1983-85 NEW HIRES	4	4		4											
1983-85 PROMOTIONS	6	6		5				1							
1985 REPORTED STAFF	14	14		13				1							
SERVICE/MAINT															
1983-85 SEPARATIONS	7	7		4				3							
1983-85 NEW HIRES	9	8	1	7	1	1									
1983-85 PROMOTIONS	9	8	1	5	1	2								1	
1985 REPORTED STAFF	44	42	2	27	2	6		4		3				2	
GRAND TOTAL															
1983-85 SEPARATIONS	37	26	11	19	6	1	3	6	1		1				
1983-85 NEW HIRES	32	14	18	13	12	1	1		4		1				
1983-85 PROMOTIONS	28	16	12	12	9	2	1	1			2			1	
1985 REPORTED STAFF	146	79	67	60	50	8	6	5	4	4	7			2	

LOS RIOS DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE								1					1	57,530	57,530
MINORITY MALE						1	1						2	47,534	95,067
WHITE FEMALE						2	3	2					7	51,963	363,741
WHITE MALE				1	1	2	1	2		1			8	48,953	391,621
TOTAL				1	1	5	5	5		1			18	50,442	907,959
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE						1							1	41,561	41,561
WHITE MALE					1								1	37,440	37,440
TOTAL					1	1							2	39,501	79,001
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE					1								1	34,559	34,559
WHITE MALE															
TOTAL					1								1	34,559	34,559
SECTY/CLERICAL															
MINORITY FEMALE		4	10	1									15	20,056	300,837
MINORITY MALE		1											1	18,796	18,796
WHITE FEMALE		13	18	3									34	19,708	670,084
WHITE MALE			1	2	1								4	28,355	113,421
TOTAL		18	29	6	1								54	20,428	1,103,138
TECH/PARAPROF															
MINORITY FEMALE				1									1	27,931	27,931
MINORITY MALE															
WHITE FEMALE			3	2									5	25,788	128,940
WHITE MALE			3	2	2								7	30,006	210,045
TOTAL			6	5	2								13	28,224	366,916
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				1									1	32,573	32,573
WHITE FEMALE															
WHITE MALE			1	9	3								13	30,088	391,138
TOTAL			1	10	3								14	30,265	423,711
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE			10	5									15	25,051	375,771
WHITE FEMALE		2											2	17,366	34,731
WHITE MALE		4	17	6									27	23,256	627,914
TOTAL		6	27	11									44	23,600	1,038,416
GRAND TOTAL															
MINORITY FEMALE		4	10	2				1					17	22,723	386,298
MINORITY MALE		1	10	6		1	1						19	27,485	522,207
WHITE FEMALE		15	21	5	1	3	3	2					50	25,472	1,273,616
WHITE MALE		4	22	20	8	2	1	2		1			60	29,526	1,771,579
TOTAL		24	63	33	9	6	5	5		1			146	27,080	3,953,700

LOS RIOS DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE					1								1	5.50	41.0
MINORITY MALE				1		1							2	11.10	43.5
WHITE FEMALE				1	1	1		3	1				7	38.80	51.6
WHITE MALE				1	1	2	3	1					8	44.40	48.8
TOTAL				3	3	4	3	4	1				18	99.80	48.8
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE								1					1	50.00	57.0
WHITE MALE					1								1	50.00	41.0
TOTAL					1			1					2	100.00	49.0
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				1									1	100.00	38.0
WHITE MALE															
TOTAL				1									1	100.00	38.0
SECTY/CLERICAL															
MINORITY FEMALE			1	5	2	1	4	1	1				15	27.70	44.7
MINORITY MALE			1										1	1.80	34.0
WHITE FEMALE	1		4	2	8	5	8	3	3				34	62.90	46.6
WHITE MALE				2		1	1						4	7.40	43.0
TOTAL	1		6	9	10	7	13	4	4				54	99.80	45.6
TECH/PARAPROF															
MINORITY FEMALE						1							1	7.60	45.0
MINORITY MALE															
WHITE FEMALE		1	1		1	2							5	38.40	40.4
WHITE MALE		1	1	2	1	1	1						7	53.80	39.0
TOTAL		2	2	2	2	4	1						13	99.80	40.0
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE						1							1	7.10	48.0
WHITE FEMALE															
WHITE MALE	1		3	2		2	1	2	2				13	92.80	44.6
TOTAL	1		3	2		3	1	2	2				14	99.90	44.9
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		1	2	2	1	2	1	4	2				15	34.00	47.1
WHITE FEMALE		2											2	4.50	26.5
WHITE MALE	1	2	3	3	5	4	5	1	3				27	61.30	43.6
TOTAL	1	5	5	5	6	6	6	5	5				44	99.80	44.0
GRAND TOTAL															
MINORITY FEMALE			1	5	3	2	4	1	1				17	11.60	44.5
MINORITY MALE		1	3	3	1	4	1	4	2				19	13.00	46.1
WHITE FEMALE	1	3	5	4	10	8	8	7	4				50	34.20	45.9
WHITE MALE	2	3	7	10	8	10	11	4	5				60	41.00	43.9
TOTAL	3	7	16	22	22	24	24	16	12				146	99.80	44.9

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• 4 were promoted	0	25%	0	75%
• Fall 1985: 13 positions were reported filled in Executive/Administrative/Managerial	0	46%	0	54%
▸ None of the persons in this position category was 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	0	0	0	100%
• None was promoted	0	0	0	0
• Fall 1985: 9 positions were reported filled in Professional/Non-Faculty	0	44%	0	56%
▸ None of the persons in this position category was 60 years of age or older				
In the District Office as a whole				
• 20 full-time persons were hired	10%	50%	0	40%
• 7 were promoted	0	57%	0	43%
• Fall 1985: 101 positions were reported filled in the District Office	6%	43%	7%	45%

- Reported in the two lowest salary ranges were:
  45% of all females and, of these, 14% were minority females
  10% of all males and, of these, 20% were minority males

- 49% of all full-time females employed in the district office were in the secretarial/clerical position category; 13% of these were filled by minority females

- 48% of all full-time males employed in the district office were in the service/maintenance position category; 16% of these were filled by minority males

- In the technical/paraprofessional position category in the district office, the mean salary of all males exceeded the mean salary of all females by $ 3,798 or 18%

- In the skilled crafts position category in the district office, males filled 91% of the positions and, of these, minority males filled 20%

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MARIN DISTRICT OFFICE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI- TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	9	8	1	7	1			1							
1983-85 NEW HIRES															
1983-85 PROMOTIONS	4	3	1	3	1										
1985 REPORTED STAFF	13	7	6	7	6										
FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES	3		3		3										
1983-85 PROMOTIONS															
1985 REPORTED STAFF	2		2		2										
PROF/NON-FACULTY															
1983-85 SEPARATIONS	8	4	4	4	4										
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	9	5	4	5	4										
SECTY/CLERICAL															
1983-85 SEPARATIONS	27	1	26		24	1	1				1				
1983-85 NEW HIRES	5		5		5										
1983-85 PROMOTIONS	2		2		2										
1985 REPORTED STAFF	24		24		21		1				2				
TECH/PARAPROF															
1983-85 SEPARATIONS	21	8	13	8	11						2				
1983-85 NEW HIRES	4	2	2	2	1						1				
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	15	5	10	4	8	1			1		1				
SKILLED CRAFTS															
1983-85 SEPARATIONS	7	7		5		1		1							
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	11	10	1	8	1	1		1							
SERVICE/MAINT															
1983-85 SEPARATIONS	26	25	1	21	1	3		1							
1983-85 NEW HIRES	7	5	2	5	1		1								
1983-85 PROMOTIONS															
1985 REPORTED STAFF	27	25	2	21	1	3	1	1							
GRAND TOTAL															
1983-85 SEPARATIONS	98	53	45	45	41	5	1	3			3				
1983-85 NEW HIRES	20	8	12	8	10		1				1				
1983-85 PROMOTIONS	7	3	4	3	4										
1985 REPORTED STAFF	101	52	49	45	43	5	2	2	1		3				

MARIN DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				1	1	3		1					6	41,598	249,586
WHITE MALE						2	5						7	48,337	338,357
TOTAL				1	1	5	5	1					13	45,226	587,943
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		1		1									2	22,305	44,610
WHITE MALE															
TOTAL		1		1									2	22,305	44,610
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				2	2								4	31,488	125,951
WHITE MALE			1	4									5	28,160	140,798
TOTAL			1	6	2								9	29,639	266,749
SECTY/CLERICAL															
MINORITY FEMALE		2	1										3	17,891	53,673
MINORITY MALE															
WHITE FEMALE		15	5	1									21	18,612	390,846
WHITE MALE															
TOTAL		17	6	1									24	18,522	444,519
TECH/PARAPROF															
MINORITY FEMALE			2										2	19,988	39,976
MINORITY MALE			1										1	20,238	20,238
WHITE FEMALE		2	6										8	20,772	166,179
WHITE MALE			2	2									4	25,458	101,831
TOTAL		2	11	2									15	21,882	328,224
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				2									2	27,921	55,842
WHITE FEMALE		1											1	14,411	14,411
WHITE MALE			4	4									8	26,099	208,790
TOTAL		1	4	6									11	25,368	279,043
SERVICE/MAINT															
MINORITY FEMALE	1												1	11,620	11,620
MINORITY MALE		1	2	1									4	21,059	84,234
WHITE FEMALE				1									1	31,092	31,092
WHITE MALE		4	17										21	20,872	438,317
TOTAL	1	5	19	2									27	20,936	565,263
GRAND TOTAL															
MINORITY FEMALE	1	2	3										6	17,545	105,269
MINORITY MALE		1	3	3									7	22,902	160,314
WHITE FEMALE		19	11	6	3	3		1					43	23,783	1,022,675
WHITE MALE		4	24	10		2	5						45	27,291	1,228,093
TOTAL	1	26	41	19	3	5	5	1					101	24,914	2,516,351

MARIN DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				2	1	2	1						6	46.10	44.7
WHITE MALE				1	1	2	1	2					7	53.80	48.3
TOTAL				3	2	4	2	2					13	99.90	46.6
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			2										2	100.00	34.0
WHITE MALE															
TOTAL			2										2	100.00	34.0
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1			1	2						4	44.40	44.5
WHITE MALE			1	1	2			1					5	55.50	41.0
TOTAL			2	1	2	1	2	1					9	99.90	42.6
SECTY/CLERICAL															
MINORITY FEMALE		1	1			1							3	12.50	35.3
MINORITY MALE															
WHITE FEMALE	2	3	3	1	2	1	3	5	1				21	87.50	42.7
WHITE MALE															
TOTAL	2	4	4	1	2	2	3	5	1				24	100.00	41.8
TECH/PARAPROF															
MINORITY FEMALE				1			1						2	13.30	44.5
MINORITY MALE				1									1	6.60	39.0
WHITE FEMALE		3	1	1	3								8	53.30	34.8
WHITE MALE				1	2		1						4	26.60	43.8
TOTAL		3	1	4	5		2						15	99.80	38.7
SKILLED CRAFTS															
MINORITY FEMALE															
MINCRITY MALE					1		1						2	18.10	48.0
WHITE FEMALE							1						1	9.00	54.0
WHITE MALE		1	2			1	1	1	1	1			8	72.70	47.6
TOTAL		1	2		1	1	3	1	1	1			11	99.80	48.3
SERVICE/MAINT															
MINORITY FEMALE	1												1	3.70	24.0
MINORITY MALE							1	2	1				4	14.80	57.3
WHITE FEMALE							1						1	3.70	52.0
WHITE MALE		1	5	4			4	5	2				21	77.70	45.0
TOTAL	1	1	5	4			6	7	3				27	99.90	46.3
GRAND TOTAL															
MINORITY FEMALE	1	1	1	1		1	1						6	5.90	36.5
MINORITY MALE				1	1		2	2	1				7	6.90	52.0
WHITE FEMALE	2	6	7	4	6	4	8	5	1				43	42.50	41.7
WHITE MALE		2	8	7	5	3	7	9	3	1			45	44.50	45.4
TOTAL	3	9	16	13	12	8	18	16	5	1			101	99.80	43.8

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

Executive/Administrative/Managerial

	Minority Female	White Female	Minority Male	White Male
• 4 full-time persons were hired	25%	25%	25%	25%
• 9 were promoted	0	22%	0	78%
• Fall 1985: 24 positions were reported filled in Executive/Administrative/Managerial	8%	25%	13%	54%

▸ 17% of the persons in this position category were 60 years of age or older

Professional/Non-Faculty

	Minority Female	White Female	Minority Male	White Male
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: No positions were reported filled in Professional/Non-Faculty	0	0	0	0

▸ None of the persons in this position category was 60 years of age or older

In the District Office as a whole

	Minority Female	White Female	Minority Male	White Male
• 32 full-time persons were hired	31%	31%	25%	13%
• 43 were promoted	7%	47%	14%	33%
• Fall 1985: 144 positions were reported filled in the District Office	14%	38%	12%	36%

▸ Reported in the two lowest salary ranges were:
79% of all females and, of these, 27% were minority females
46% of all males and, of these, 38% were minority males

▸ 65% of all full-time females employed in the district office were in the secretarial/clerical position category; 18% of these were filled by minority females

▸ 23% of all full-time males employed in the district office were in the service/maintenance position category; 50% of these were filled by minority males

▸ In the technical/paraprofessional position category in the district office, the mean salary of all males exceeded the mean salary of all females by $ 5,716 or 27%

▸ In the skilled crafts position category in the district office, males filled 100% of the positions and, of these, minority males filled 19%

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NORTH ORANGE DISTRICT OFFICE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	6	2	4	2	4										
1983-85 NEW HIRES	4	2	2	1	1			1							1
1983-85 PROMOTIONS	9	7	2	7	2										
1985 REPORTED STAFF	24	16	8	13	6		1	1						2	1
FACULTY															
1983-85 SEPARATIONS	1		1				1								
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
SECTY/CLERICAL															
1983-85 SEPARATIONS	10	1	9		8			1	1						
1983-85 NEW HIRES	11		11		7				1						3
1983-85 PROMOTIONS	14		14		12				2						
1985 REPORTED STAFF	51	2	49	2	40		1		5						3
TECH/PARAPROF															
1983-85 SEPARATIONS	7	3	4	3	4										
1983-85 NEW HIRES	8	1	7	1	2		2		1		1				1
1983-85 PROMOTIONS	12	6	6	4	5			2	1						
1985 REPORTED STAFF	31	14	17	12	8		3	2	3		1				2
SKILLED CRAFTS															
1983-85 SEPARATIONS	5	5		4				1							
1983-85 NEW HIRES	3	3		1				1						1	
1983-85 PROMOTIONS	4	4		1				2						1	
1985 REPORTED STAFF	21	21		17				3						1	
SERVICE/MAINT															
1983-85 SEPARATIONS	7	7		2		1		3						1	
1983-85 NEW HIRES	6	6		1				3						2	
1983-85 PROMOTIONS	4	3	1	2	1	1									
1985 REPORTED STAFF	17	16	1	8	1	1		5		1				1	
GRAND TOTAL															
1983-85 SEPARATIONS	36	18	18	11	16	1	1	5	1					1	
1983-85 NEW HIRES	32	12	20	4	10		2	5	2		1			3	5
1983-85 PROMOTIONS	43	20	23	14	20	1		4	3					1	
1985 REPORTED STAFF	144	69	75	52	55	1	5	11	8	1	1			4	6

NORTH ORANGE DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE				1						1			2	51,361	102,722
MINORITY MALE						1		1	1				3	55,366	166,097
WHITE FEMALE				2	1	2	1						6	40,028	240,165
WHITE MALE				2	3	1	2	2	2		1		13	49,234	640,038
TOTAL				5	4	4	3	3	3	1	1		24	47,876	1,149,022
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SECTY/CLERICAL															
MINORITY FEMALE		5	2	2									9	19,512	175,605
MINORITY MALE															
WHITE FEMALE		10	26	3	1								40	21,794	871,767
WHITE MALE			2										2	23,664	47,328
TOTAL		15	30	5	1								51	21,465	1,094,700
TECH/PARAPROF															
MINORITY FEMALE		3	6										9	20,176	181,585
MINORITY MALE			1	1									2	25,842	51,684
WHITE FEMALE		3	3	2									8	22,624	180,991
WHITE MALE		2	5	2	1	2							12	27,244	326,927
TOTAL		8	15	5	1	2							31	23,909	741,187
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE		1	2	1									4	24,107	96,428
WHITE FEMALE															
WHITE MALE			5	11	1								17	27,622	469,574
TOTAL		1	7	12	1								21	26,952	566,002
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		2	6										8	22,006	176,044
WHITE FEMALE			1										1	20,442	20,442
WHITE MALE		2	4	2									8	23,676	189,408
TOTAL		4	11	2									17	22,700	385,894
GRAND TOTAL															
MINORITY FEMALE		8	8	3						1			20	22,996	459,912
MINORITY MALE		3	9	2		1		1	1				17	28,838	490,253
WHITE FEMALE		13	30	7	2	2	1						55	23,879	1,313,365
WHITE MALE		4	16	17	5	3	2	2	2		1		52	32,178	1,673,275
TOTAL		28	63	29	7	6	3	3	3	1	1		144	27,339	3,936,805

NORTH ORANGE DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE									1	1			2	8.30	62.5
MINORITY MALE							2		1				3	12.50	54.7
WHITE FEMALE					1	1	3	1					6	25.00	50.8
WHITE MALE			1	3	1		3	4	1				13	54.10	48.1
TOTAL			1	3	2	1	8	5	3	1			24	99.90	50.8
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
FROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SECTY/CLERICAL															
MINORITY FEMALE	1	1	2	2			1	1	1				9	17.60	40.0
MINORITY MALE															
WHITE FEMALE	1	2	3		8	8	9	8	1				40	78.40	47.1
WHITE MALE			1		1								2	3.90	37.0
TOTAL	2	3	6	2	9	8	10	9	2				51	99.90	45.4
TECH/PARAPROF															
MINORITY FEMALE	1	2	2	3					1				9	29.00	34.4
MINORITY MALE	1	1											2	6.40	26.5
WHITE FEMALE	2	1	1	1	1		1	1					8	25.80	36.0
WHITE MALE	2	2	3		1	3		1					12	38.70	35.9
TOTAL	6	6	6	4	2	3	1	2	1				31	99.90	34.9
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE		1		1	2								4	19.00	36.3
WHITE FEMALE															
WHITE MALE		2	1	1	3	2	2	2	3	1			17	80.90	47.6
TOTAL		3	1	2	5	2	2	2	3	1			21	99.90	45.4
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		2	1	2	1	1		1					8	47.00	37.4
WHITE FEMALE			1										1	5.80	31.0
WHITE MALE	2		2		1	1			2				8	47.00	39.9
TOTAL	2	2	4	2	2	2		1	2				17	99.80	38.2
GRAND TOTAL															
MINORITY FEMALE	2	3	4	5			1	1	3	1			20	13.80	39.8
MINORITY MALE	1	4	1	3	3	1	2	1	1				17	11.80	38.9
WHITE FEMALE	3	3	5	1	10	9	13	10	1				55	38.10	45.6
WHITE MALE	4	4	8	4	7	6	5	7	6	1			52	36.10	43.4
TOTAL	10	14	18	13	20	16	21	19	11	2			144	99.80	43.2

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 3 full-time persons were hired	0	0	100%	0
• 10 were promoted	20%	10%	20%	50%
• Fall 1985: 25 positions were reported filled in Executive/Administrative/Managerial	20%	8%	40%	32%
▸ None of the persons in this position category was 60 years of age or older				
Professional/Non-Faculty				
• 8 full-time persons were hired	63%	25%	0	13%
• 7 were promoted	29%	57%	14%	0
• Fall 1985: 19 positions were reported filled in Professional/Non-Faculty	47%	37%	5%	11%
▸ None of the persons in this position category was 60 years of age or older				
In the District Office as a whole				
• 38 full-time persons were hired	37%	21%	32%	11%
• 54 were promoted	44%	17%	19%	20%
• Fall 1985: 159 positions were reported filled in the District Office	33%	17%	31%	19%

- Reported in the two lowest salary ranges were:
  78% of all females and, of these, 68% were minority females
  50% of all males and, of these, 75% were minority males

- 53% of all full-time females employed in the district office were in the secretarial/clerical position category; 74% of these were filled by minority females

- 46% of all full-time males employed in the district office were in the service/maintenance position category; 70% of these were filled by minority males

- In the technical/paraprofessional position category in the district office, the mean salary of all males exceeded the mean salary of all females by $ 2,338 or 11%

- In the skilled crafts position category in the district office, males filled 100% of the positions and, of these, minority males filled 50%

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PERALTA DISTRICT OFFICE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGCRY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	9	7	2	4	1	3	1								
1983-85 NEW HIRES	3	3				2		1							
1983-85 PROMOTIONS	10	7	3	5	1	1	2	1							
1985 REPORTED STAFF	25	18	7	8	2	7	5	3							
FACULTY															
1983-85 SEPARATIONS	1	1		1											
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	1	1		1											
PROF/NON-FACULTY															
1983-85 SEPARATIONS	9	2	7	1	3		3	1					1		
1983-85 NEW HIRES	8	1	7	1	2		3		1				1		
1983-85 PROMOTIONS	7	1	6		4		1	1	1						
1985 REPORTED STAFF	19	3	16	2	7		6		2	1	1				
SECTY/CLERICAL															
1983-85 SEPARATIONS	24		24		11		10				1		2		
1983-85 NEW HIRES	16	3	13	1	5		6		1	1	1	1			
1983-85 PROMOTIONS	19	1	18		3	1	5		4		5		1		
1985 REPORTED STAFF	50	8	42	2	11	3	18	1	6	1	6	1	1		
TECH/PARAPROF															
1983-85 SEPARATIONS	9	6	3	3		2	1	1			1		1		
1983-85 NEW HIRES	1	1						1							
1983-85 PROMOTIONS	9	3	6	1	1		2	1		1	2				1
1985 REPORTED STAFF	11	5	6	2	3	1		1	1	1	2				
SKILLED CRAFTS															
1983-85 SEPARATIONS	3	3		3											
1983-85 NEW HIRES															
1983-85 PROMOTIONS	4	4		3		1									
1985 REPORTED STAFF	8	8		4		2		1		1					
SERVICE/MAINT															
1983-85 SEPARATIONS	18	16	2	2		9	2	1		3		1			
1983-85 NEW HIRES	10	8	2	2	1	4	1					1		1	
1983-85 PROMOTIONS	5	5		2		2				1					
1985 REPORTED STAFF	45	37	8	11	4	12	3	6	1	6		1		1	
GRAND TOTAL															
1983-85 SEPARATIONS	73	35	38	14	15	14	17	3		3	2	1	4		
1983-85 NEW HIRES	38	16	22	4	8	6	10	2	2	1	1	2	1	1	
1983-85 PROMOTIONS	54	21	33	11	9	5	10	3	5	2	7		1		1
1985 REPORTED STAFF	159	80	79	30	27	25	32	12	10	10	9	2	1	1	

PERALTA DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE					2	2	1						5	42,764	213,820
MINORITY MALE					1	1	6	1		1			10	51,041	510,414
WHITE FEMALE					1	1							2	40,896	81,792
WHITE MALE						1	4	2	1				8	52,148	417,183
TOTAL					4	5	11	3	1	1			25	48,928	1,223,209
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE							1						1	47,981	47,981
TOTAL							1						1	47,981	47,981
PROF/NON-FACULTY															
MINORITY FEMALE			6	2	1								9	26,558	239,020
MINORITY MALE					1								1	39,504	39,504
WHITE FEMALE			3	2	2								7	27,300	191,102
WHITE MALE			2										2	23,604	47,208
TOTAL			11	4	4								19	27,202	516,834
SECTY/CLERICAL															
MINORITY FEMALE		14	15	2									31	19,954	618,570
MINORITY MALE		4	2										6	17,521	105,123
WHITE FEMALE		5	5	1									11	20,120	221,320
WHITE MALE		1	1										2	21,136	42,272
TOTAL		24	23	3									50	19,746	987,285
TECH/PARAPROF															
MINORITY FEMALE			3										3	21,828	65,484
MINORITY MALE		1	2										3	20,999	62,998
WHITE FEMALE			3										3	21,773	65,320
WHITE MALE			1	1									2	28,847	57,694
TOTAL		1	9	1									11	22,863	251,495
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				4									4	28,727	114,906
WHITE FEMALE															
WHITE MALE				4									4	29,328	117,312
TOTAL				8									8	29,027	232,218
SERVICE/MAINT															
MINORITY FEMALE		4											4	17,801	71,203
MINORITY MALE		2	19	5									26	23,366	607,505
WHITE FEMALE			4										4	22,876	91,503
WHITE MALE		3	2	6									11	24,322	267,547
TOTAL		9	25	11									45	23,061	1,037,758
GRAND TOTAL															
MINORITY FEMALE		18	24	4	3	2	1						52	23,233	1,208,097
MINORITY MALE		7	23	9	2	1	6	1		1			50	28,809	1,440,450
WHITE FEMALE		5	15	3	3	1							27	24,112	651,037
WHITE MALE		4	6	11		1	5	2	1				30	33,240	997,197
TOTAL		34	68	27	8	5	12	3	1	1			159	27,024	4,296,781

PERALTA DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE					2	3							5	20.00	45.8
MINORITY MALE				2	2	1	1	4					10	40.00	48.5
WHITE FEMALE					1			1					2	8.00	50.0
WHITE MALE					2	1	3	2					8	32.00	49.9
TOTAL				2	7	5	4	7					25	100.00	48.5
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE									1				1	100.00	62.0
TOTAL									1				1	100.00	62.0
PROF/NON-FACULTY															
MINORITY FEMALE			2	2	4			1					9	47.30	40.4
MINORITY MALE				1									1	5.20	35.0
WHITE FEMALE			3	1	2		1						7	36.80	38.3
WHITE MALE				1				1					2	10.50	47.0
TOTAL			5	5	6		1	2					19	99.80	40.1
SECTY/CLERICAL															
MINORITY FEMALE		2	6	7	5	6	2	2	1				31	62.00	41.2
MINORITY MALE	1		3			1	1						6	12.00	36.5
WHITE FEMALE	1	2	1	1	2		1	2	1				11	22.00	40.6
WHITE MALE		1	1										2	4.00	30.5
TOTAL	2	5	11	8	7	7	4	4	2				50	100.00	40.1
TECH/PARAPROF															
MINORITY FEMALE						1	1	1					3	27.20	51.0
MINORITY MALE		1			1		1						3	27.20	39.7
WHITE FEMALE					1	2							3	27.20	44.7
WHITE MALE				1		1							2	18.10	41.5
TOTAL		1		1	2	4	2	1					11	99.70	44.5
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				1	2			1					4	50.00	45.5
WHITE FEMALE															
WHITE MALE						2	1	1					4	50.00	50.0
TOTAL				1	2	2	1	2					8	100.00	47.8
SERVICE/MAINT															
MINORITY FEMALE	1	1		1	1								4	8.80	31.5
MINORITY MALE	2	2	2	5	2	4	3	1	5				26	57.70	43.7
WHITE FEMALE		2	2										4	8.80	29.5
WHITE MALE	1	2	1	2	2	2	1						11	24.40	38.1
TOTAL	4	7	5	8	5	6	4	1	5				45	99.70	40.0
GRAND TOTAL															
MINORITY FEMALE	1	3	8	10	12	10	3	4	1				52	32.70	41.3
MINORITY MALE	3	3	5	9	7	6	6	6	5				50	31.40	43.5
WHITE FEMALE	1	4	6	2	6	2	2	3	1				27	16.90	39.5
WHITE MALE	1	3	2	4	4	6	5	4	1				30	18.80	43.9
TOTAL	6	13	21	25	29	24	16	17	8				159	99.80	42.2

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 1 full-time person was hired	0	0	0	100%
• None was promoted	0	0	0	0
• Fall 1985: 17 positions were reported filled in Executive/Administrative/Managerial	6%	12%	6%	76%
▸ None of the persons in this position category was 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 3 positions were reported filled in Professional/Non-Faculty	0	67%	0	33%
▸ None of the persons in this position category was 60 years of age or older				
In the District Office as a whole				
• 17 full-time persons were hired	0	59%	0	41%
• None was promoted	0	0	0	0
• Fall 1985: 89 positions were reported filled in the District Office	4%	51%	2%	43%

- Reported in the two lowest salary ranges were:
  - 80% of all females and, of these, 5% were minority females
  - 38% of all males and, of these, none was a minority male
- 78% of all full-time females employed in the district office were in the secretarial/clerical position category; 3% of these were filled by minority females
- 18% of all full-time males employed in the district office were in the service/maintenance position category; 14% of these were filled by minority males
- In the technical/paraprofessional position category in the district office, the mean salary of all males exceeded the mean salary of all females by $ 1,580 or 7%
- In the skilled crafts position category in the district office, white males filled 100% of the positions

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AASTFHPS/STFHPS                                C H A N C E L L O R ' S   O F F I C E                                       12/03/85
                                     C A L I F O R N I A   C O M M U N I T Y   C O L L E G E S                              17:19:44
                                                 S T A F F   D A T A   S Y S T E M
SADDLEBACK DISTRICT OFFICE
                                                        FULL TIME EMPLOYEES
                        1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

    POSITION              TOTAL                          NON - HISPANIC                       ASIAN/PAC.                   AMER IND/
    CATEGORY              POSI-  TOTAL  TOTAL       WHITE          BLACK        HISPANIC     ISLANDER       FILIPINO      AL NATIVE
                          TIONS  MALES FEMALES      M       F      M      F     M       F     M       F     M       F      M     F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS
  1983-85 NEW HIRES            1      1                1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         17     14       3       13      2                    1      1

FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

PROF/NON-FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF          3      1       2        1      2

SECTY/CLERICAL
  1983-85 SEPARATIONS
  1983-85 NEW HIRES           11      1      10        1     10
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         40      2      38        2     37                           1

TECH/PARAPROF
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF          8      2       6        2      4                           2

SKILLED CRAFTS
  1983-85 SEPARATIONS
  1983-85 NEW HIRES            4      4                4
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         14     14               14

SERVICE/MAINT
  1983-85 SEPARATIONS
  1983-85 NEW HIRES            1      1                1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF          7      7                6                           1

GRAND TOTAL
  1983-85 SEPARATIONS
  1983-85 NEW HIRES           17      7      10        7     10
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         89     40      49       38     45                    2      4
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SADDLEBACK DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE								1					1	58,330	58,330
MINORITY MALE						1							1	44,485	44,485
WHITE FEMALE					1			1					2	48,287	96,574
WHITE MALE				1	2	1	3	2	3	1			13	51,852	674,075
TOTAL				1	3	2	3	4	3	1			17	51,380	873,464
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				2									2	27,720	55,440
WHITE MALE				1									1	29,295	29,295
TOTAL				3									3	28,245	84,735
SECTY/CLERICAL															
MINORITY FEMALE			1										1	22,848	22,848
MINORITY MALE															
WHITE FEMALE		11	22	4									37	21,083	780,085
WHITE MALE		2											2	17,922	35,844
TOTAL		13	23	4									40	20,969	838,777
TECH/PARAPROF															
MINORITY FEMALE			1	1									2	24,954	49,908
MINORITY MALE															
WHITE FEMALE		1	3										4	21,037	84,146
WHITE MALE			2										2	23,922	47,844
TOTAL		1	6	1									8	22,737	181,898
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE		1	6	7									14	25,940	363,154
TOTAL		1	6	7									14	25,940	363,154
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE				1									1	30,801	30,801
WHITE FEMALE															
WHITE MALE			4	2									6	24,333	146,000
TOTAL			4	3									7	25,257	176,801
GRAND TOTAL															
MINORITY FEMALE			2	1				1					4	32,772	131,086
MINORITY MALE				1		1							2	37,643	75,286
WHITE FEMALE		12	25	6	1			1					45	22,583	1,016,245
WHITE MALE		3	12	11	2	1	3	2	3	1			38	34,111	1,296,212
TOTAL		15	39	19	3	2	3	4	3	1			89	28,301	2,518,829

SADDLEBACK DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE				1									1	5.80	39.0
MINORITY MALE				1									1	5.80	38.0
WHITE FEMALE							1	1					2	11.70	56.0
WHITE MALE			1	3	2	2	2	3					13	76.40	45.4
TOTAL			1	5	2	2	3	4					17	99.70	45.8
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1		1								2	66.60	36.0
WHITE MALE		1											1	33.30	29.0
TOTAL		1	1		1								3	99.90	33.7
SECTY/CLERICAL															
MINORITY FEMALE					1								1	2.50	40.0
MINORITY MALE															
WHITE FEMALE		5	3	3	10	6	2	7	1				37	92.50	43.5
WHITE MALE	2												2	5.00	23.5
TOTAL	2	5	3	3	11	6	2	7	1				40	100.00	42.4
TECH/PARAPROF															
MINORITY FEMALE			1	1									2	25.00	36.5
MINORITY MALE															
WHITE FEMALE			1	2				1					4	50.00	40.3
WHITE MALE		2											2	25.00	28.0
TOTAL		2	2	3				1					8	100.00	36.3
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE			2	2	1	4	1	2	2				14	100.00	46.4
TOTAL			2	2	1	4	1	2	2				14	100.00	46.4
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE									1				1	14.20	60.0
WHITE FEMALE															
WHITE MALE			1	1			3	1					6	85.70	47.3
TOTAL			1	1			3	1	1				7	99.90	49.1
GRAND TOTAL															
MINORITY FEMALE			1	2	1								4	4.40	38.0
MINORITY MALE				1					1				2	2.20	49.0
WHITE FEMALE		5	5	5	11	6	3	9	1				45	50.50	43.4
WHITE MALE	2	3	4	6	3	6	6	6	2				38	42.60	43.6
TOTAL	2	8	10	14	15	12	9	15	4				89	99.70	43.4

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 3 full-time persons were hired	0	0	0	100%
• None was promoted	0	0	0	0
• Fall 1985: 7 positions were reported filled in Executive/Administrative/Managerial	0	14%	0	86%
▸ None of the persons in this position category was 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	0	100%	0	0
• 1 was promoted	0	0	0	100%
• Fall 1985: 3 positions were reported filled in Professional/Non-Faculty	0	33%	33%	33%
▸ None of the persons in this position category was 60 years of age or older				
In the District Office as a whole				
• 16 full-time persons were hired	13%	56%	6%	25%
• 6 were promoted	17%	67%	0	17%
• Fall 1985: 34 positions were reported filled in the District Office	9%	53%	9%	29%

- Reported in the two lowest salary ranges were:
  - 67% of all females and, of these, 7% were minority females
  - 8% of all males and, of these, 100% were minority males

- 71% of all full-time females employed in the district office were in the secretarial/clerical position category; 20% of these were filled by minority females

- 8% of all full-time males employed in the district office were in the service/maintenance position category; 100% of these were filled by minority males

- In the technical/paraprofessional position category in the district office, the mean salary of all females exceeded the mean salary of all males by $ 3,362 or 13%

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AASTFHPS/STFHPS                                C H A N C E L L O R ' S   O F F I C E                                         12/03/86
                                     C A L I F O R N I A   C O M M U N I T Y   C O L L E G E S                               17:19:44
                                                 S T A F F   D A T A   S Y S T E M
SAN BERNARDINO DISTRICT OFFICE
                                                        FULL TIME EMPLOYEES
                        1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

    POSITION              TOTAL                          NON - HISPANIC                       ASIAN/PAC.                  AMER IND/
    CATEGORY              POSI-  TOTAL  TOTAL         WHITE         BLACK        HISPANIC      ISLANDER      FILIPINO     AL NATIVE
                          TIONS  MALES FEMALES       M      F      M      F      M      F      M      F      M      F      M     F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS         1      1                1
  1983-85 NEW HIRES           3      3                3
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         7      6       1        6      1

FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

PROF/NON-FACULTY
  1983-85 SEPARATIONS         1              1               1
  1983-85 NEW HIRES           1              1               1
  1983-85 PROMOTIONS          1      1                1
  1985 REPORTED STAFF         3      2       1        1      1                    1

SECTY/CLERICAL
  1983-85 SEPARATIONS         9              9               6             2             1
  1983-85 NEW HIRES           7              7               5             2
  1983-85 PROMOTIONS          4              4               3                           1
  1985 REPORTED STAFF        15             15              12             1             2

TECH/PARAPROF
  1983-85 SEPARATIONS
  1983-85 NEW HIRES           1      1                1
  1983-85 PROMOTIONS          1              1               1
  1985 REPORTED STAFF         6      4       2        3      2      1

SKILLED CRAFTS
  1983-85 SEPARATIONS         5      2       3        1      3                    1
  1983-85 NEW HIRES           3              3               3
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         2              2               2

SERVICE/MAINT
  1983-85 SEPARATIONS         1      1                1
  1983-85 NEW HIRES           1      1                                                          1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         1      1                                                          1

GRAND TOTAL
  1983-85 SEPARATIONS        17      4      13        3     10             2      1      1
  1983-85 NEW HIRES          16      5      11        4      9             2                    1
  1983-85 PROMOTIONS          6      1       5        1      4                           1
  1985 REPORTED STAFF        34     13      21       10     18      1      1      1      2      1
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SAN BERNARDINO DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				1									1	29,184	29,184
WHITE MALE						2	2	1		1			6	53,331	319,934
TOTAL				1		2	2	1		1			7	49,881	349,168
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE					1								1	37,920	37,920
WHITE FEMALE				1									1	32,488	32,488
WHITE MALE					1								1	33,968	33,968
TOTAL				1	2								3	34,792	104,376
SECTY/CLERICAL															
MINORITY FEMALE	1		2										3	19,331	57,992
MINORITY MALE															
WHITE FEMALE	1	9		2									12	17,609	211,303
WHITE MALE															
TOTAL	2	9	2	2									15	17,953	269,295
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE			1										1	23,562	23,562
WHITE FEMALE		1		1									2	25,740	51,480
WHITE MALE			3										3	21,984	65,952
TOTAL		1	4	1									6	23,499	140,994
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		2											2	13,572	27,144
WHITE MALE															
TOTAL		2											2	13,572	27,144
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		1											1	15,648	15,648
WHITE FEMALE															
WHITE MALE															
TOTAL		1											1	15,648	15,648
GRAND TOTAL															
MINORITY FEMALE	1		2										3	19,331	57,992
MINORITY MALE		1	1		1								3	25,710	77,130
WHITE FEMALE	1	12		5									18	19,533	351,599
WHITE MALE			3		1	2	2	1		1			10	41,990	419,904
TOTAL	2	13	6	5	2	2	2	1		1			34	26,665	906,625

SAN BERNARDINO DISTRICT OFFI

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE					1								1	14.20	41.0
WHITE MALE					1	2	2	1					6	85.70	49.2
TOTAL					2	2	2	1					7	99.90	48.0
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE				1									1	33.30	39.0
WHITE FEMALE			1										1	33.30	34.0
WHITE MALE						1							1	33.30	46.0
TOTAL			1	1		1							3	99.90	39.7
SECTY/CLERICAL															
MINORITY FEMALE			1	1		1							3	20.00	38.3
MINORITY MALE															
WHITE FEMALE	1	1		3	2		3	1	1				12	80.00	42.8
WHITE MALE															
TOTAL	1	1	1	4	2	1	3	1	1				15	100.00	41.9
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE				1									1	16.60	38.0
WHITE FEMALE			1	1									2	33.30	35.0
WHITE MALE		1		1				1					3	50.00	40.0
TOTAL		1	1	3				1					6	99.90	38.0
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			1			1							2	100.00	39.0
WHITE MALE															
TOTAL			1			1							2	100.00	39.0
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE			1										1	100.00	34.0
WHITE FEMALE															
WHITE MALE															
TOTAL			1										1	100.00	34.0
GRAND TOTAL															
MINORITY FEMALE			1	1		1							3	8.80	38.3
MINORITY MALE			1	2									3	8.80	37.0
WHITE FEMALE	1	1	3	4	3	1	3	1	1				18	52.90	40.9
WHITE MALE		1		1	1	3	2	2					10	29.40	46.1
TOTAL	1	2	5	8	4	5	5	3	1				34	99.90	41.9

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	0	50%	0	50%
• 2 were promoted	0	50%	50%	0
• Fall 1985: 31 positions were reported filled in Executive/Administrative/Managerial	3%	23%	13%	61%
▸ 16% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	0	0	0	100%
• 5 were promoted	0	20%	40%	40%
• Fall 1985: 18 positions were reported filled in Professional/Non-Faculty	11%	67%	11%	11%
▸ 6% of the persons in this position category were 60 years of age or older				
In the District Office as a whole				
• 50 full-time persons were hired	16%	38%	10%	36%
• 27 were promoted	7%	48%	19%	26%
• Fall 1985: 233 positions were reported filled in the District Office	12%	44%	14%	30%

- Reported in the two lowest salary ranges were:
  57% of all females and, of these, 25% were minority females
  18% of all males and, of these, 36% were minority males

- 71% of all full-time females employed in the district office were in the secretarial/clerical position category; 22% of these were filled by minority females

- 66% of all full-time males employed in the district office were in the service/maintenance position category; 36% of these were filled by minority males

- In the technical/paraprofessional position category in the district office, the mean salary of all females exceeded the mean salary of all males by $ 37 or less than 1%

AASTFHPS/STFHPS

CHANCELLOR'S OFFICE
CALIFORNIA COMMUNITY COLLEGES
STAFF DATA SYSTEM

12/03/86
17:19:44

SAN DIEGO DISTRICT OFFICE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI- TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	NON - HISPANIC WHITE F	NON - HISPANIC BLACK M	NON - HISPANIC BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/ AL NATIVE M	AMER IND/ AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	6	6		5				1							
1983-85 NEW HIRES	2	1	1	1	1										
1983-85 PROMOTIONS	2	1	1		1	1									
1985 REPORTED STAFF	31	23	8	19	7	3		1							1
FACULTY															
1983-85 SEPARATIONS	3	1	2	1	1		1								
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
PROF/NON-FACULTY															
1983-85 SEPARATIONS	6	4	2	4	1				1						
1983-85 NEW HIRES	1	1		1											
1983-85 PROMOTIONS	5	4	1	2	1	1		1							
1985 REPORTED STAFF	18	4	14	2	12	1						1	2		
SECTY/CLERICAL															
1983-85 SEPARATIONS	34	1	33	1	25		4		2		2				
1983-85 NEW HIRES	24	2	22	2	17		2		1		1		1		
1983-85 PROMOTIONS	11		11		11										
1985 REPORTED STAFF	94	3	91	2	71		8		4		4	1	4		
TECH/PARAPROF															
1983-85 SEPARATIONS	3	1	2		1	1	1								
1983-85 NEW HIRES	2		2				1		1						
1983-85 PROMOTIONS	1		1						1						
1985 REPORTED STAFF	15	4	11	3	10				1	1					
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
SERVICE/MAINT															
1983-85 SEPARATIONS	23	22	1	8	1	10		2				2			
1983-85 NEW HIRES	21	19	2	14	1	1		4	1						
1983-85 PROMOTIONS	8	7	1	5				2	1						
1985 REPORTED STAFF	74	69	5	44	2	13	2	10	1	1		1			
GRAND TOTAL															
1983-85 SEPARATIONS	74	34	40	18	29	11	6	3	3		2	2			
1983-85 NEW HIRES	50	23	27	18	19	1	3	4	3		1		1		
1983-85 PROMOTIONS	27	12	15	7	13	2		3	2						
1985 REPORTED STAFF	233	104	129	71	102	17	10	11	6	2	4	3	6		1

SAN DIEGO DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE							1						1	49,188	49,188
MINORITY MALE					3		1						4	41,325	165,300
WHITE FEMALE					1	3	2	1					7	46,219	323,532
WHITE MALE					3	5	7	3			1		19	49,046	931,880
TOTAL					7	8	11	4			1		31	47,416	1,469,900
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE			1	1									2	26,556	53,112
MINORITY MALE			1		1								2	28,662	57,324
WHITE FEMALE			1	3	7	1							12	32,895	394,740
WHITE MALE				2									2	27,858	55,716
TOTAL			3	6	8	1							18	31,161	560,892
SECTY/CLERICAL															
MINORITY FEMALE		16	4										20	17,276	345,528
MINORITY MALE		1											1	17,376	17,376
WHITE FEMALE		52	17	2									71	18,001	1,278,096
WHITE MALE			2										2	22,320	44,640
TOTAL		69	23	2									94	17,932	1,685,640
TECH/PARAPROF															
MINORITY FEMALE		1											1	15,204	15,204
MINORITY MALE			1										1	23,352	23,352
WHITE FEMALE		2	3	3	2								10	26,056	260,556
WHITE MALE			2		1								3	25,592	76,776
TOTAL		3	6	3	3								15	25,059	375,888
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE		1	1	1									3	22,112	66,336
MINORITY MALE		6	15	4									25	22,097	552,432
WHITE FEMALE		1	1										2	20,148	40,296
WHITE MALE		12	26	7									45	21,810	981,460
TOTAL		20	43	12									75	21,874	1,640,524
GRAND TOTAL															
MINORITY FEMALE		18	6	2			1						27	19,606	529,368
MINORITY MALE		7	17	4	4		1						33	24,721	815,784
WHITE FEMALE		55	22	8	10	4	2	1					102	22,522	2,297,220
WHITE MALE		12	30	9	4	5	7	3			1		71	29,443	2,090,472
TOTAL		92	75	23	18	9	11	4			1		233	24,604	5,732,844

SAN DIEGO DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE								1					1	3.20	58.0
MINORITY MALE					1		2	1					4	12.90	49.5
WHITE FEMALE					1	2	1		1	2			7	22.50	54.9
WHITE MALE				3	2	3	7	2	2				19	61.20	49.2
TOTAL				3	4	5	10	4	3	2			31	99.80	50.8
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE					1			1					2	11.10	50.5
MINORITY MALE					1		1						2	11.10	46.5
WHITE FEMALE			1	6	2			2		1			12	66.60	43.1
WHITE MALE					1		1						2	11.10	47.5
TOTAL			1	6	5		2	3		1			18	99.90	44.8
SECTY/CLERICAL															
MINORITY FEMALE		5	6	2	2	2	2	1					20	21.20	37.0
MINORITY MALE								1					1	1.00	55.0
WHITE FEMALE	1	3	10	14	7	8	7	8	12	1			71	75.50	45.7
WHITE MALE						1		1					2	2.10	51.0
TOTAL	1	8	16	16	9	11	9	11	12	1			94	99.80	44.1
TECH/PARAPROF															
MINORITY FEMALE						1							1	6.60	49.0
MINORITY MALE			1										1	6.60	34.0
WHITE FEMALE		2		2	2	1	1	1	1				10	66.60	42.3
WHITE MALE			1	2									3	20.00	37.0
TOTAL		2	2	4	2	2	1	1	1				15	99.80	41.1
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE		1		2									3	4.00	32.7
MINORITY MALE		2	4	3	5	3	5	2		1			25	33.30	43.2
WHITE FEMALE				1					1				2	2.60	49.0
WHITE MALE	4	4	7	8	6	4	4	5	1	2			45	60.00	41.3
TOTAL	4	7	11	14	11	7	9	7	2	3			75	99.90	41.8
GRAND TOTAL															
MINORITY FEMALE		6	6	4	3	3	2	3					27	11.50	38.7
MINORITY MALE		2	5	3	7	3	8	4		1			33	14.10	44.3
WHITE FEMALE	1	5	11	23	12	11	9	11	15	4			102	43.70	45.8
WHITE MALE	4	4	8	13	9	8	12	8	3	2			71	30.40	43.7
TOTAL	5	17	30	43	31	25	31	26	18	7			233	99.70	44.1

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 13 positions were reported filled in Executive/Administrative/Managerial	23%	15%	31%	31%
• 23% of the persons in this position category were 60 years of age or older				
Professional/Non-Faculty				
• 7 full-time persons were hired	29%	29%	43%	0
• None was promoted	0	0	0	0
• Fall 1985: 36 positions were reported filled in Professional/Non-Faculty	22%	14%	53%	11%
• 6% of the persons in this position category were 60 years of age or older				
In the District Office as a whole				
• 21 full-time persons were hired	52%	19%	29%	0
• 1 was promoted	0	100%	0	0
• Fall 1985: 99 positions were reported filled in the District Office	35%	16%	35%	13%

- Reported in the two lowest salary ranges were:
  69% of all females and, of these, 77% were minority females
  29% of all males and, of these, 86% were minority males

- 55% of all full-time females employed in the district office were in the secretarial/clerical position category; 75% of these were filled by minority females

- 2% of all full-time males employed in the district office were in the service/maintenance position category; 100% of these were filled by minority males

- In the technical/paraprofessional position category in the district office, the mean salary of all males exceeded the mean salary of all females by $ 4,979 or 22%

AASTFHPS/STFHPS

CHANCELLOR'S OFFICE
CALIFORNIA COMMUNITY COLLEGES
STAFF DATA SYSTEM

12/03/86
17:19:44

SAN FRANCISCO DISTRICT OFFICE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	6	3	3	1	2	1				1	1				
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	13	8	5	4	2	1	2	1	1	2					
FACULTY															
1983-85 SEPARATIONS	3	1	2	1	1						1				
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	3	2	1	2	1										
PROF/NON-FACULTY															
1983-85 SEPARATIONS	6	4	2	2						1		1	2		
1983-85 NEW HIRES	7	3	4		2					1		2	2		
1983-85 PROMOTIONS															
1985 REPORTED STAFF	36	23	13	4	5		1	1	1	11		7	6		
SECTY/CLERICAL															
1983-85 SEPARATIONS	14	2	12	1	3		1		1		5	1	2		
1983-85 NEW HIRES	12	1	11		2						5	1	4		
1983-85 PROMOTIONS															
1985 REPORTED STAFF	34	6	28	2	7	1			2	2	11	1	8		
TECH/PARAPROF															
1983-85 SEPARATIONS	4	3	1	2					1	1					
1983-85 NEW HIRES	2	2								2					
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	12	8	4	1	1	2		1		4	3				
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
SERVICE/MAINT															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF	1	1								1					
GRAND TOTAL															
1983-85 SEPARATIONS	33	13	20	7	6	1	1		2	3	7	2	4		
1983-85 NEW HIRES	21	6	15		4					3	5	3	6		
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	99	48	51	13	16	4	3	3	4	20	14	8	14		

SAN FRANCISCO DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE						3							3	44,484	133,452
MINORITY MALE							1	1	1	1			4	61,088	244,351
WHITE FEMALE							2						2	50,388	100,776
WHITE MALE						1	2		1				4	51,516	206,064
TOTAL						4	5	1	2	1			13	52,665	684,643
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE					1								1	36,524	36,524
WHITE MALE					2								2	38,627	77,253
TOTAL					3								3	37,926	113,777
PROF/NON-FACULTY															
MINORITY FEMALE			5	3									8	25,210	201,682
MINORITY MALE			4	7	1	3	2	2					19	36,240	688,558
WHITE FEMALE			1		2	2							5	36,514	182,572
WHITE MALE				1	1	1	1						4	41,509	166,036
TOTAL			10	11	4	6	3	2					36	34,412	1,238,848
SECTY/CLERICAL															
MINORITY FEMALE		7	12	2									21	19,940	418,730
MINORITY MALE		1	3										4	22,081	88,322
WHITE FEMALE		1	5		1								7	21,974	153,816
WHITE MALE		1	1										2	19,253	38,506
TOTAL		10	21	2	1								34	20,570	699,374
TECH/PARAPROF															
MINORITY FEMALE		1	2										3	21,563	64,688
MINORITY MALE			3	2	2								7	27,059	189,410
WHITE FEMALE			1										1	25,584	25,584
WHITE MALE				1									1	30,966	30,966
TOTAL		1	6	3	2								12	25,887	310,648
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE			1										1	19,630	19,630
WHITE FEMALE															
WHITE MALE															
TOTAL			1										1	19,630	19,630
GRAND TOTAL															
MINORITY FEMALE		8	19	5		3							35	23,387	818,552
MINORITY MALE		1	11	9	3	3	3	3	1	1			35	35,151	1,230,271
WHITE FEMALE		1	7		4	2	2						16	31,205	499,272
WHITE MALE		1	1	2	3	2	3		1				13	39,910	518,825
TOTAL		11	38	16	10	10	8	3	2	1			99	30,979	3,066,920

SAN FRANCISCO DISTRICT OFFI

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE					1	1	1						3	23.00	46.7
MINORITY MALE					2		1	1					4	30.70	48.8
WHITE FEMALE							1		1				2	15.30	55.5
WHITE MALE					2				2				4	30.70	51.8
TOTAL					5	1	3	1	3				13	99.70	50.2
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE					1								1	33.30	40.0
WHITE MALE				1		1							2	66.60	42.5
TOTAL				1	1	1							3	99.90	41.7
PROF/NON-FACULTY															
MINORITY FEMALE				3	2	3							8	22.20	42.1
MINORITY MALE		4	1	2	2	5	2	1	2				19	52.70	42.6
WHITE FEMALE			1	2	1	1							5	13.80	38.0
WHITE MALE					1	1	2						4	11.10	48.8
TOTAL		4	2	7	6	10	4	1	2				36	99.80	42.6
SECTY/CLERICAL															
MINORITY FEMALE		3	2	4	4	2	4	2					21	61.70	41.8
MINORITY MALE			2		1		1						4	11.70	39.5
WHITE FEMALE					2	1	1		2		1		7	20.50	54.4
WHITE MALE			1		1								2	5.80	35.5
TOTAL		3	5	4	8	3	6	2	2		1		34	99.70	43.8
TECH/PARAPROF															
MINORITY FEMALE		1	1	1									3	25.00	31.7
MINORITY MALE	1		1	1	2	1		1					7	58.30	38.9
WHITE FEMALE				1									1	8.30	37.0
WHITE MALE						1							1	8.30	47.0
TOTAL	1	1	2	3	2	2		1					12	99.90	37.6
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE				1									1	100.00	36.0
WHITE FEMALE															
WHITE MALE															
TOTAL				1									1	100.00	36.0
GRAND TOTAL															
MINORITY FEMALE		4	3	8	7	6	5	2					35	35.30	41.4
MINORITY MALE	1	4	4	4	7	6	4	3	2				35	35.30	42.0
WHITE FEMALE			1	3	4	2	2		3		1		16	16.10	47.4
WHITE MALE			1	1	4	3	2		2				13	13.10	46.5
TOTAL	1	8	9	16	22	17	13	5	7		1		99	99.80	43.3

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	0	50%	50%	0
• None was promoted	0	0	0	0
• Fall 1985 13 positions were reported filled in Executive/Administrative/Managerial	8%	23%	15%	54%
• None of the persons in this position category was 60 years of age or older				

No other district office data was provided

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AASTFHPS/STFHPS                          C H A N C E L L O R ' S   O F F I C E                              12/03/85
                                 C A L I F O R N I A   C O M M U N I T Y   C O L L E G E S                  17:19:44
                                           S T A F F   D A T A   S Y S T E M
SAN JOSE/EVERGREEN DIST OFFICE
                                                     FULL TIME EMPLOYEES
                         1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

    POSITION                TOTAL                                NON - HISPANIC                         ASIAN/PAC.                  AMER IND/
    CATEGORY                POSI-   TOTAL  TOTAL           WHITE              BLACK          HISPANIC    ISLANDER     FILIPINO     AL NATIVE
                            TIONS   MALES FEMALES          M        F       M       F       M       F    M       F    M       F    M       F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS
  1983-85 NEW HIRES            2       1       1                    1                                    1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         13       9       4           7        3                                    2       1

FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

PROF/NON-FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

SECTY/CLERICAL
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

TECH/PARAPROF
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

SKILLED CRAFTS
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

SERVICE/MAINT
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

GRAND TOTAL
  1983-85 SEPARATIONS
  1983-85 NEW HIRES            2       1       1                    1                                    1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         13       9       4           7        3                                    2       1
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SAN JOSE/EVERGREEN DIST OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE					1								1	33,623	33,623
MINORITY MALE					1		1						2	44,840	89,680
WHITE FEMALE			1	1	1								3	29,505	88,514
WHITE MALE				2	1		1	1	1		1		7	51,086	357,600
TOTAL			1	3	4		2	1	1		1		13	43,801	569,417
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SECTY/CLERICAL															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
GRAND TOTAL															
MINORITY FEMALE					1								1	33,623	33,623
MINORITY MALE					1		1						2	44,840	89,680
WHITE FEMALE			1	1	1								3	29,505	88,514
WHITE MALE				2	1		1	1	1		1		7	51,086	357,600
TOTAL			1	3	4		2	1	1		1		13	43,801	569,417

SAN JOSE/EVERGREEN DIST OFFI

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE				1									1	7.60	38.0
MINORITY MALE					1		1						2	15.30	47.0
WHITE FEMALE				1			2						3	23.00	46.0
WHITE MALE				1	1	1	3	1					7	53.80	47.9
TOTAL				3	2	1	6	1					13	99.70	46.5
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SECTY/CLERICAL															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
GRAND TOTAL															
MINORITY FEMALE				1									1	7.60	38.0
MINORITY MALE					1		1						2	15.30	47.0
WHITE FEMALE				1			2						3	23.00	46.0
WHITE MALE				1	1	1	3	1					7	53.80	47.9
TOTAL				3	2	1	6	1					13	99.70	46.5

- **Opportunities for change and actions taken between Fall 1983 and Fall 1985**

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• **1 full-time person was hired**	0	100%	0	0
• **2 were promoted**	0	0	0	100%
• **Fall 1985: 15 positions were reported filled** in Executive/Administrative/Managerial	7%	27%	7%	60%
‣ **33% of the persons in this position category were 60 years of age or older**				
Professional/Non-Faculty				
• **No full-time person was hired**	0	0	0	0
• **4 were promoted**	0	50%	25%	25%
• Fall 1985. 7 positions were reported filled in Professional/Non-Faculty	0	71%	14%	14%
‣ None of the persons in this position category was 60 years of age or older				
In the District Office as a whole				
• 15 full-time persons were hired	20%	67%	7%	7%
• 10 were promoted	10%	50%	10%	30%
• **Fall 1985: 70 positions were reported filled** in the District Office	13%	53%	7%	27%

- Reported in the two lowest salary ranges were:
  72% of all females and, of these, 24% were minority females.
  33% of all males and, of these, 38% were minority males.

- 67% of all full-time females employed in the district office were in the secretarial/clerical position category, 23% of these were filled by minority females

- 25% of all full-time males employed in the district office were in the service/maintenance position category; 17% of these were filled by minority males

- In the technical/paraprofessional position category in the distrit office, the mean salary of all males exceeded the mean salary of all females by $ 2,524 or 11%

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AASTFHPS/STFHPS                         CHANCELLOR'S OFFICE                              12/03/86
                                  CALIFORNIA COMMUNITY COLLEGES                          17:19:44
                                        STAFF DATA SYSTEM

SAN MATEO DISTRICT OFFICE
                                        FULL TIME EMPLOYEES
                 1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

                             TOTAL                        NON - HISPANIC                 ASIAN/PAC.                 AMER IND/
    POSITION                 POSI-  TOTAL   TOTAL       WHITE      BLACK       HISPANIC    ISLANDER    FILIPINO    AL NATIVE
    CATEGORY                 TIONS  MALES FEMALES     M    F     M    F     M    F     M    F     M    F     M    F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS           2      1       1     1    1
  1983-85 NEW HIRES             1              1          1
  1983-85 PROMOTIONS            2      2             2
  1985 REPORTED STAFF          15     10       5     9    4         1                             1

FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

PROF/NON-FACULTY
  1983-85 SEPARATIONS           2              2          2
  1983-85 NEW HIRES
  1983-85 PROMOTIONS            4      2       2     1    2                       1
  1985 REPORTED STAFF           7      2       5     1    5                       1

SECTY/CLERICAL
  1983-85 SEPARATIONS          11      1      10     1    8                  1                     1
  1983-83 NEW HIRES            12      1      11          8                  1     1               2
  1983-85 PROMOTIONS            2              2          2
  1985 REPORTED STAFF          33      2      31     1   24         1        1     1    3          2

TECH/PARAPROF
  1983-85 SEPARATIONS           1              1          1
  1983-85 NEW HIRES             2      1       1     1    1
  1983-85 PROMOTIONS            2              2          1                             1
  1985 REPORTED STAFF           9      4       5     3    4                       1     1

SKILLED CRAFTS
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

SERVICE/MAINT
  1983-85 SEPARATIONS           1      1             1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF           6      6             5             1

GRAND TOTAL
  1983-85 SEPARATIONS          17      3      14     3   12                  1                     1
  1983-85 NEW HIRES            15      2      13     1   10                  1     1               2
  1983-85 PROMOTIONS           10      4       6     3    5                        1    1
  1985 REPORTED STAFF          70     24      46    19   37         2     1  1     3    4     1    2
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SAN MATEO DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE						1							1	43.514	43.514
MINORITY MALE						1							1	40.085	40.085
WHITE FEMALE						2	1	1					4	47.600	190.430
WHITE MALE						4	2	1	1	1			9	52.536	472.825
TOTAL						8	3	2	1	1			15	49,788	746.824
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE					1								1	33,324	33,324
WHITE FEMALE				2	3								5	33,557	167,784
WHITE MALE					1								1	33,324	33,324
TOTAL				2	5								7	33,490	234,432
SECTY/CLERICAL															
MINORITY FEMALE		4	3										7	18,026	126,180
MINORITY MALE		1											1	15,396	15,396
WHITE FEMALE		8	13	3									24	21,405	513,708
WHITE MALE		1											1	15,804	15,804
TOTAL		14	16	3									33	20,336	671,088
TECH/PARAPROF															
MINORITY FEMALE			1										1	21,720	21,720
MINORITY MALE			1										1	22,080	22,080
WHITE FEMALE			4										4	22,056	88,224
WHITE MALE			2	1									3	25,324	75,972
TOTAL			8	1									9	23,111	207,996
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE			1										1	24.300	24.300
WHITE FEMALE															
WHITE MALE			2	2	1								5	27,017	135,084
TOTAL			3	2	1								6	26,564	159,384
GRAND TOTAL															
MINORITY FEMALE		4	4			1							9	21,268	191,414
MINORITY MALE		1	2		1	1							5	27,037	135,185
WHITE FEMALE		8	17	5	3	2	1	1					37	25,949	960,116
WHITE MALE		1	4	3	2	4	2	1	1	1			19	38,579	733,009
TOTAL		14	27	8	6	8	3	2	1	1			70	28,853	2,019,724

SAN MATEO DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE				1									1	6.60	39.0
MINORITY MALE							1						1	6.60	54.0
WHITE FEMALE					1			1	2				4	26.60	55.8
WHITE MALE				1			3	2	2	1			9	60.00	54.3
TOTAL				2	1		4	3	4	1			15	99.80	53.7
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE			1										1	14.20	34.0
WHITE FEMALE			1	1		2	1						5	71.40	43.2
WHITE MALE		1											1	14.20	28.0
TOTAL		1	2	1		2	1						7	99.80	39.7
SECTY/CLERICAL															
MINORITY FEMALE	1		3	1	1	1							7	21.20	35.0
MINORITY MALE		1											1	3.00	28.0
WHITE FEMALE	1	2	2	3	2	1	4	3	5	1			24	72.70	47.3
WHITE MALE		1											1	3.00	29.0
TOTAL	2	4	5	4	3	2	4	3	5	1			33	99.90	43.5
TECH/PARAPROF															
MINORITY FEMALE					1								1	11.10	44.0
MINORITY MALE						1							1	11.10	47.0
WHITE FEMALE				3				1					4	44.40	41.5
WHITE MALE		1					1	1					3	33.30	47.0
TOTAL		1		3	1	1	1	2					9	99.90	44.2
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE						1							1	16.60	48.0
WHITE FEMALE															
WHITE MALE		1				1		1	2				5	83.30	51.2
TOTAL		1				2		1	2				6	99.90	50.7
GRAND TOTAL															
MINORITY FEMALE	1		3	2	2	1							9	12.80	36.4
MINORITY MALE		1	1			2	1						5	7.10	42.2
WHITE FEMALE	1	2	3	7	3	3	5	5	7	1			37	52.80	47.0
WHITE MALE		4		1		1	4	4	4	1			19	27.10	49.6
TOTAL	2	7	7	10	5	7	10	9	11	2			70	99.80	46.0

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• 3 were promoted	0	33%	33%	33%
• Fall 1985: 8 positions were reported filled in Executive/Administrative/Managerial	0	25%	25%	50%
▸ None of the persons in this position category was 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: No positions were reported filled in Professional/Non-Faculty	0	0	0	0
In the District Office as a whole				
• 4 full-time persons were hired	25%	50%	25%	0
• 8 were promoted	13%	63%	13%	13%
• Fall 1985: 30 positions were reported filled in the District Office	10%	63%	7%	20%

▸ Reported in the two lowest salary ranges were:
73% of all females and, of these, 13% were minority females
13% of all males and, of these, none was a minority male

▸ 64% of all full-time females employed in the district office were in the secretarial/clerical position category; 21% of these were filled by minority females

▸ In the technical/paraprofessional position category in the district office, the mean salary of all males exceeded the mean salary of all females by $ 850 or 3%

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AASTFHPS/STFHPS                    C H A N C E L L O R ' S   O F F I C E                        12/03/86
                             C A L I F O R N I A   C O M M U N I T Y   C O L L E G E S          17:19:44
                                       S T A F F   D A T A   S Y S T E M
STATE CENTER DISTRICT OFFICE
                                             FULL TIME EMPLOYEES
                        1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY
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POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN/PAC. ISLANDER M	ASIAN/PAC. ISLANDER F	FILIPINO M	FILIPINO F	AMER IND/AL NATIVE M	AMER IND/AL NATIVE F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	7	4	3	4	1		2								
1983-85 NEW HIRES															
1983-85 PROMOTIONS	3	2	1	1	1	1									
1985 REPORTED STAFF	8	6	2	4	2	1				1					
FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
PROF/NON-FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
SECTY/CLERICAL															
1983-85 SEPARATIONS	8		8		6				1		1				
1983-85 NEW HIRES	1		1		1										
1983-85 PROMOTIONS	4		4		3								1		
1985 REPORTED STAFF	14		14		11				2				1		
TECH/PARAPROF															
1983-85 SEPARATIONS	3		3		1		1								1
1983-85 NEW HIRES	2		2		1		1								
1983-85 PROMOTIONS	1		1		1										
1985 REPORTED STAFF	8	2	6	2	6										
SKILLED CRAFTS															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
SERVICE/MAINT															
1983-85 SEPARATIONS	2	2		1				1							
1983-85 NEW HIRES	1	1						1							
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
GRAND TOTAL															
1983-85 SEPARATIONS	20	6	14	5	8		3	1	1		1				1
1983-85 NEW HIRES	4	1	3		2		1	1							
1983-85 PROMOTIONS	8	2	6	1	5	1							1		
1985 REPORTED STAFF	30	8	22	6	19	1			2	1			1		

STATE CENTER DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE					1	1							2	38,877	77,754
WHITE FEMALE					1	1							2	40,085	80,170
WHITE MALE							2		1	1			4	59,595	238,379
TOTAL					2	2	2		1	1			8	49,538	396,303
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SECTY/CLERICAL															
MINORITY FEMALE		2		1									3	21,965	65,894
MINORITY MALE															
WHITE FEMALE		4	7										11	21,169	232,856
WHITE MALE															
TOTAL		6	7	1									14	21,339	298,750
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		1	2	3									6	25,364	152,183
WHITE MALE			1	1									2	26,214	52,428
TOTAL		1	3	4									8	25,576	204,611
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
GRAND TOTAL															
MINORITY FEMALE		2		1									3	21,965	65,894
MINORITY MALE					1	1							2	38,877	77,754
WHITE FEMALE		5	9	3	1	1							19	24,485	465,209
WHITE MALE			1	1			2		1	1			6	48,468	290,807
TOTAL		7	10	5	2	2	2		1	1			30	29,989	899,664

STATE CENTER DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE						1	1						2	25.00	49.0
WHITE FEMALE			1			1							2	25.00	38.0
WHITE MALE					1		2	1					4	50.00	51.5
TOTAL			1		1	2	3	1					8	100.00	47.5
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SECTY/CLERICAL															
MINORITY FEMALE			1	1			1						3	21.40	39.3
MINORITY MALE															
WHITE FEMALE			3	2		1	3	2					11	78.50	44.1
WHITE MALE															
TOTAL			4	3		1	4	2					14	99.90	43.1
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		1			2		1	1	1				6	75.00	47.5
WHITE MALE			1	1									2	25.00	35.0
TOTAL		1	1	1	2		1	1	1				8	100.00	44.4
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
GRAND TOTAL															
MINORITY FEMALE			1	1			1						3	10.00	39.3
MINORITY MALE						1	1						2	6.60	49.0
WHITE FEMALE		1	4	2	2	2	4	3	1				19	63.30	44.5
WHITE MALE			1	1	1		2	1					6	20.00	46.0
TOTAL		1	6	4	3	3	8	4	1				30	99.90	44.6

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 3 full-time persons were hired	0	0	33%	67%
• 2 were promoted	0	0	0	100%
• Fall 1985: 10 positions were reported filled in Executive/Administrative/Managerial	0	20%	10%	70%
▸ None of the persons in this position category was 60 years of age or older				
Professional/Non-Faculty				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 4 positions were reported filled in Professional/Non-Faculty	50%	50%	0	0
▸ None of the persons in this position category was 60 years of age or older				
In the District Office as a whole				
• 7 full-time persons were hired	0	57%	14%	29%
• 4 were promoted	0	50%	0	50%
• Fall 1985: 49 positions were reported filled in the District Office	14%	69%	2%	14%

▸ Reported in the two lowest salary ranges were:
  59% of all females and, of these, 17% were minority females
  0% of all males

▸ 78% of all full-time females employed in the district office were in the secretarial/clerical position category; 13% of these were filled by minority females

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AASTFHPS/STFHPS                          C H A N C E L L O R ' S   O F F I C E                          12/03/86
                                   C A L I F O R N I A   C O M M U N I T Y   C O L L E G E S            17:19:44
                                             S T A F F   D A T A   S Y S T E M
VENTURA COUNTY DISTRICT OFFICE
                                                  FULL TIME EMPLOYEES
                         1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

    POSITION           TOTAL                      NON - HISPANIC                    ASIAN/PAC.                 AMER IND/
    CATEGORY           POSI-  TOTAL   TOTAL   WHITE          BLACK      HISPANIC     ISLANDER     FILIPINO     AL NATIVE
                       TIONS  MALES FEMALES     M     F      M     F      M     F      M     F      M     F      M     F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS      5      4       1     2     1                   1                         1
  1983-85 NEW HIRES        3      3             2                         1
  1983-85 PROMOTIONS       2      2             2
  1985 REPORTED STAFF     10      8       2     7     2                   1

FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

PROF/NON-FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF      4              4           2                         2

SECTY/CLERICAL
  1983-85 SEPARATIONS      4              4           4
  1983-85 NEW HIRES        4              4           4
  1983-85 PROMOTIONS       2              2           2
  1985 REPORTED STAFF     32             32          28                         3            1

TECH/PARAPROF
  1983-85 SEPARATIONS      1              1           1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF      3              3           2                         1

SKILLED CRAFTS
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

SERVICE/MAINT
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

GRAND TOTAL
  1983-85 SEPARATIONS     10      4       6     2     6                   1                         1
  1983-85 NEW HIRES        7      3       4     2     4                   1
  1983-85 PROMOTIONS       4      2       2     2     2
  1985 REPORTED STAFF     49      8      41     7    34                   1     6            1
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VENTURA COUNTY DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE										1			1	73,000	73,000
WHITE FEMALE							1		1				2	57,850	115,700
WHITE MALE					3	2			2				7	46,744	327,205
TOTAL					3	2	1		3	1			10	51,591	515,905
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE			2										2	22,195	44,389
MINORITY MALE															
WHITE FEMALE			2										2	23,893	47,785
WHITE MALE															
TOTAL			4										4	23,044	92,174
SECTY/CLERICAL															
MINORITY FEMALE		4											4	16,486	65,945
MINORITY MALE															
WHITE FEMALE	1	19	8										28	17,390	486,929
WHITE MALE															
TOTAL	1	23	8										32	17,277	552,874
TECH/PARAPROF															
MINORITY FEMALE			1										1	21,180	21,180
MINORITY MALE															
WHITE FEMALE			2										2	22,370	44,739
WHITE MALE															
TOTAL			3										3	21,973	65,919
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
GRAND TOTAL															
MINORITY FEMALE		4	3										7	18,788	131,514
MINORITY MALE										1			1	73,000	73,000
WHITE FEMALE	1	19	12				1		1				34	20,446	695,153
WHITE MALE					3	2			2				7	46,744	327,205
TOTAL	1	23	15		3	2	1		3	1			49	25,038	1,226,872

VENTURA COUNTY DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE							1						1	10.00	51.0
WHITE FEMALE				1			1						2	20.00	45.0
WHITE MALE						2	2	3					7	70.00	53.1
TOTAL				1		2	4	3					10	100.00	51.3
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE				1			1						2	50.00	44.5
MINORITY MALE															
WHITE FEMALE					1		1						2	50.00	47.0
WHITE MALE															
TOTAL				1	1		2						4	100.00	45.8
SECTY/CLERICAL															
MINORITY FEMALE	1				2		1						4	12.50	39.8
MINORITY MALE															
WHITE FEMALE	1	1	1	4	5	4	5	3	4				28	87.50	46.8
WHITE MALE															
TOTAL	2	1	1	4	7	4	6	3	4				32	100.00	45.9
TECH/PARAPROF															
MINORITY FEMALE			1										1	33.30	30.0
MINORITY MALE															
WHITE FEMALE					1			1					2	66.60	50.0
WHITE MALE															
TOTAL			1		1			1					3	99.90	43.3
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
GRAND TOTAL															
MINORITY FEMALE	1		1	1	2		2						7	14.20	39.7
MINORITY MALE							1						1	2.00	51.0
WHITE FEMALE	1	1	1	5	7	4	7	4	4				34	69.30	46.9
WHITE MALE						2	2	3					7	14.20	53.1
TOTAL	2	1	2	6	9	6	12	7	4				49	99.70	46.8

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• 2 full-time persons were hired	0	0	0	100%
• None was promoted	0	0	0	0
• Fall 1985: 9 positions were reported filled in Executive/Administrative/Managerial	0	0	22%	78%
▸ None of the persons in this position category was 60 years of age or older				
Professional/Non-Faculty				
• 5 full-time persons were hired	0	0	60%	40%
• None was promoted	0	0	0	0
• Fall 1985: 12 positions were reported filled in Professional/Non-Faculty	0	25%	33%	42%
▸ None of the persons in this position category was 60 years of age or older				
In the District Office as a whole				
• 17 full-time persons were hired	0	24%	29%	47%
• 9 were promoted	22%	56%	0	22%
• Fall 1985: 102 positions were reported filled in the District Office	4%	25%	25%	45%

- Reported in the two lowest salary ranges were:
  83% of all females and, of these, 12% were minority females
  57% of all males and, of these, 46% were minority males

- 63% of all full-time females employed in the district office were in the secretarial/clerical position category; 5% of these were filled by minority females

- 60% of all full-time males employed in the district office were in the service/maintenance position category; 14% of these were filled by minority males

- In the technical/paraprofessional position category in the district office, the mean salary of all males exceeded the mean salary of all females by $ 10,936 or 46%

- In the skilled crafts position category in the district office, males filled 89% of the positions and, of these, minority males filled 13%

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12/03/86
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WEST VALLEY DISTRICT OFFICE

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

POSITION CATEGORY	TOTAL POSI-TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC WHITE M	F	BLACK M	F	HISPANIC M	F	ASIAN/PAC. ISLANDER M	F	FILIPINO M	F	AMER IND/AL NATIVE M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	2	2		2											
1983-85 NEW HIRES	2	2		2											
1983-85 PROMOTIONS															
1985 REPORTED STAFF	9	9		7				2							
FACULTY															
1983-85 SEPARATIONS															
1983-85 NEW HIRES															
1983-85 PROMOTIONS															
1985 REPORTED STAFF															
PROF/NON-FACULTY															
1983-85 SEPARATIONS	9	4	5	2	5			1		1					
1983-85 NEW HIRES	5	5		2				3							
1983-85 PROMOTIONS															
1985 REPORTED STAFF	12	9	3	5	3			3				1			
SECTY/CLERICAL															
1983-85 SEPARATIONS	15	3	12	1	11			1		1					1
1983-85 NEW HIRES	4	1	3		3					1					
1983-85 PROMOTIONS	4		4		3						1				
1985 REPORTED STAFF	19		19		18						1				
TECH/PARAPROF															
1983-85 SEPARATIONS	7	3	4	2	3	1					1				
1983-85 NEW HIRES	3	2	1	2	1										
1983-85 PROMOTIONS	1		1						1						
1985 REPORTED STAFF	6	3	3	3	1				2						
SKILLED CRAFTS															
1983-85 SEPARATIONS	3	3		2				1							
1983-85 NEW HIRES															
1983-85 PROMOTIONS	1	1		1											
1985 REPORTED STAFF	9	8	1	7	1			1							
SERVICE/MAINT															
1983-85 SEPARATIONS	17	17		9		3		5							
1983-85 NEW HIRES	3	3		2				1							
1983-85 PROMOTIONS	3	1	2	1	2										
1985 REPORTED STAFF	47	43	4	24	3	1	1	15		2		1			
GRAND TOTAL															
1983-85 SEPARATIONS	53	32	21	18	19	4		8		2	1				1
1983-85 NEW HIRES	17	13	4	8	4			4		1					
1983-85 PROMOTIONS	9	2	7	2	5				1		1				
1985 REPORTED STAFF	102	72	30	46	26	1	1	21	2	2	1	2			

WEST VALLEY DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE							1	1					2	51,365	102,730
WHITE FEMALE															
WHITE MALE						1	3	2		1			7	54,792	383,543
TOTAL						1	4	3		1			9	54,030	486,273
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE			1	1	1	1							4	32,349	129,396
WHITE FEMALE				2	1								3	30,532	91,596
WHITE MALE			1	3	1								5	29,642	148,212
TOTAL			2	6	3	1							12	30,767	369,204
SECTY/CLERICAL															
MINORITY FEMALE			1										1	24,924	24,924
MINORITY MALE															
WHITE FEMALE		1	17										18	21,173	381,115
WHITE MALE															
TOTAL		1	18										19	21,370	406,039
TECH/PARAPROF															
MINORITY FEMALE			1	1									2	25,734	51,468
MINORITY MALE															
WHITE FEMALE			1										1	20,604	20,604
WHITE MALE				1	1	1							3	34,960	104,880
TOTAL			2	2	1	1							6	29,492	176,952
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE				1									1	28,092	28,092
WHITE FEMALE				1									1	30,684	30,684
WHITE MALE			1	5	1								7	30,843	215,904
TOTAL			1	7	1								9	30,520	274,680
SERVICE/MAINT															
MINORITY FEMALE			1										1	19,392	19,392
MINORITY MALE		2	16	1									19	19,950	379,044
WHITE FEMALE		1	2										3	18,925	56,776
WHITE MALE		1	19	2	2								24	22,934	550,416
TOTAL		4	38	3	2								47	21,396	1,005,628
GRAND TOTAL															
MINORITY FEMALE			3	1									4	23,946	95,784
MINORITY MALE		2	17	3	1	1	1	1					26	24,587	639,262
WHITE FEMALE		2	20	3	1								26	22,338	580,775
WHITE MALE		1	21	11	5	2	3	2		1			46	30,499	1,402,955
TOTAL		5	61	18	7	3	4	3		1			102	26,655	2,718,776

WEST VALLEY DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE				1				1					2	22.20	46.0
WHITE FEMALE															
WHITE MALE				2	2	1	2						7	77.70	44.4
TOTAL				3	2	1	2	1					9	99.90	44.8
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE	1			2				1					4	33.30	38.3
WHITE FEMALE			1	1			1						3	25.00	40.3
WHITE MALE	1			1	3								5	41.60	36.6
TOTAL	2		1	4	3		1	1					12	99.90	38.1
SECTY/CLERICAL															
MINORITY FEMALE							1						1	5.20	50.0
MINORITY MALE															
WHITE FEMALE		1	1	3	2	1	5	4	1				18	94.70	46.9
WHITE MALE															
TOTAL		1	1	3	2	1	6	4	1				19	99.90	47.1
TECH/PARAPROF															
MINORITY FEMALE		1			1								2	33.30	36.0
MINORITY MALE															
WHITE FEMALE						1							1	16.60	47.0
WHITE MALE					2		1						3	50.00	46.0
TOTAL		1			3	1	1						6	99.90	42.8
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE			1										1	11.10	31.0
WHITE FEMALE						1							1	11.10	48.0
WHITE MALE				1	3	2		1					7	77.70	44.9
TOTAL			1	1	3	3		1					9	99.90	43.7
SERVICE/MAINT															
MINORITY FEMALE								1					1	2.10	58.0
MINORITY MALE	1	1	3	1	4	4	2	2	1				19	40.40	43.3
WHITE FEMALE			1	1	1								3	6.30	37.3
WHITE MALE		1	3	5	3	2	4	2	4				24	51.00	45.5
TOTAL	1	2	7	7	8	6	6	5	5				47	99.80	44.4
GRAND TOTAL															
MINORITY FEMALE		1			1		1	1					4	3.90	45.0
MINORITY MALE	2	1	4	4	4	4	2	4	1				26	25.40	42.3
WHITE FEMALE		1	3	5	3	3	6	4	1				26	25.40	45.1
WHITE MALE	1	1	3	9	13	5	7	3	4				46	45.00	44.3
TOTAL	3	4	10	18	21	12	16	12	6				102	99.70	44.0

- Opportunities for change and actions taken between Fall 1983 and Fall 1985

	Minority Female	White Female	Minority Male	White Male
Executive/Administrative/Managerial				
• No full-time person was hired	0	0	0	0
• None was promoted	0	0	0	0
• Fall 1985: 10 positions were reported filled in Executive/Administrative/Managerial	0	20%	10%	70%
▸ None of the persons in this position category was 60 years of age or older				
Professional/Non-Faculty				
• 1 full-time person was hired	0	100%	0	0
• None was promoted	0	0	0	0
• Fall 1985: 5 positions were reported filled in Professional/Non-Faculty	0	40%	0	60%
▸ None of the persons in this position category was 60 years of age or older				
In the District Office as a whole				
• 6 full-time persons were hired	0	67%	0	33%
• 1 was promoted	100%	0	0	0
• Fall 1985: 105 positions were reported filled in the District Office	3%	23%	11%	63%

- Reported in the two lowest salary ranges were:
  89% of all females and, of these, 13% were minority females
  85% of all males and, of these, 17% were minority males

- 74% of all full-time females employed in the district office were in the secretarial/clerical position category; 15% of these were filled by minority females

- 62% of all full-time males employed in the district office were in the service/maintenance position category; 23% of these were filled by minority males

- In the technical/paraprofessional position category in the district office, the mean salary of all males exceeded the mean salary of all females by $ 2,384 or 11%

- In the skilled crafts position category in the district office, white males filled 100% of the positions

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                                             S T A F F   D A T A   S Y S T E M

YOSEMITE DISTRICT OFFICE                                    FULL TIME EMPLOYEES
                          1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

    POSITION                TOTAL                     NON - HISPANIC                            ASIAN/PAC.                 AMER IND/
    CATEGORY                POSI-  TOTAL   TOTAL      WHITE         BLACK         HISPANIC      ISLANDER      FILIPINO     AL NATIVE
                            TIONS  MALES FEMALES      M      F      M      F      M      F      M      F      M      F      M      F

EXEC/ADMIN/MGT
  1983-85 SEPARATIONS          4      2      2      2      2
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         10      8      2      7      2                    1

FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF

ROF/NON-FACULTY
  1983-85 SEPARATIONS
  1983-85 NEW HIRES            1             1             1
  1983-85 PROMOTIONS
  1985 REPORTED STAFF          5      3      2      3      2

SECTY/CLERICAL
  1983-85 SEPARATIONS          4             4             4
  1983-85 NEW HIRES            3             3             3
  1983-85 PROMOTIONS           1             1                           1
  1985 REPORTED STAFF         20            20            17             2             1

TECH/PARAPROF
  1983-85 SEPARATIONS          1             1             1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF          7      5      2      5      2

SKILLED CRAFTS
  1983-85 SEPARATIONS          2      2                                         1                                         1
  1983-85 NEW HIRES
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         14     14            14

SERVICE/MAINT
  1983-85 SEPARATIONS         14     14            11             1             2
  1983-85 NEW HIRES            2      2             2
  1983-85 PROMOTIONS
  1985 REPORTED STAFF         49     48      1     37      1      1             8                                         2

GRAND TOTAL
  1983-85 SEPARATIONS         25     18      7     13      7      1             3                                         1
  1983-85 NEW HIRES            6      2      4      2      4
  1983-85 PROMOTIONS           1             1                           1
  1985 REPORTED STAFF        105     78     27     66     24      1      2      9      1                                  2
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YOSEMITE DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE							1						1	49,224	49,224
WHITE FEMALE					1	1							2	38,052	76,104
WHITE MALE				1	2	1	1	1		1			7	47,074	329,520
TOTAL				1	3	2	2	1		1			10	45,485	454,848
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		1		1									2	22,132	44,264
WHITE MALE			1	1	1								3	30,186	90,558
TOTAL		1	1	2	1								5	26,964	134,822
SECTY/CLERICAL															
MINORITY FEMALE		2	1										3	17,951	53,854
MINORITY MALE															
WHITE FEMALE		16	1										17	16,342	277,819
WHITE MALE															
TOTAL		18	2										20	16,584	331,673
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE			2										2	21,888	43,776
WHITE MALE		1	2	2									5	24,272	121,360
TOTAL		1	4	2									7	23,591	165,136
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE			14										14	22,671	317,399
TOTAL			14										14	22,671	317,399
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		10	1										11	16,386	180,245
WHITE FEMALE		1											1	15,330	15,330
WHITE MALE		35	2										37	16,227	600,396
TOTAL		46	3										49	16,244	795,971
GRAND TOTAL															
MINORITY FEMALE		2	1										3	17,951	53,854
MINORITY MALE		10	1				1						12	19,122	229,469
WHITE FEMALE		18	3	1	1	1							24	19,054	457,293
WHITE MALE		36	19	4	3	1	1	1		1			66	22,110	1,459,233
TOTAL		66	24	5	4	2	2	1		1			105	20,951	2,199,849

YOSEMITE DISTRICT OFFICE

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE															
MINORITY MALE					1								1	10.00	40.0
WHITE FEMALE			1		1								2	20.00	37.5
WHITE MALE					1	1	2	3					7	70.00	52.4
TOTAL			1		3	1	2	3					10	100.00	48.2
FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE															
TOTAL															
PROF/NON-FACULTY															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE		1				1							2	40.00	37.5
WHITE MALE				2	1								3	60.00	40.0
TOTAL		1		2	1	1							5	100.00	39.0
SECTY/CLERICAL															
MINORITY FEMALE			2	1									3	15.00	34.3
MINORITY MALE															
WHITE FEMALE			3	6	2	3	1	1	1				17	85.00	41.8
WHITE MALE															
TOTAL			5	7	2	3	1	1	1				20	100.00	40.7
TECH/PARAPROF															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE				1			1						2	28.50	45.5
WHITE MALE					3	2							5	71.40	43.6
TOTAL				1	3	2	1						7	99.90	44.1
SKILLED CRAFTS															
MINORITY FEMALE															
MINORITY MALE															
WHITE FEMALE															
WHITE MALE			1	2	3	3	4		1				14	100.00	46.3
TOTAL			1	2	3	3	4		1				14	100.00	46.3
SERVICE/MAINT															
MINORITY FEMALE															
MINORITY MALE		2	1	3	1	2		2					11	22.40	40.3
WHITE FEMALE								1					1	2.00	56.0
WHITE MALE	1	2	6	5	7	5	2	6	3				37	75.50	43.1
TOTAL	1	4	7	8	8	7	2	9	3				49	99.90	42.7
GRAND TOTAL															
MINORITY FEMALE			2	1									3	2.80	34.3
MINORITY MALE		2	1	3	2	2		2					12	11.40	40.3
WHITE FEMALE		1	4	7	3	4	2	2	1				24	22.80	42.0
WHITE MALE	1	2	7	9	15	11	8	9	4				66	62.80	44.6
TOTAL	1	5	14	20	20	17	10	13	5				105	99.80	43.2

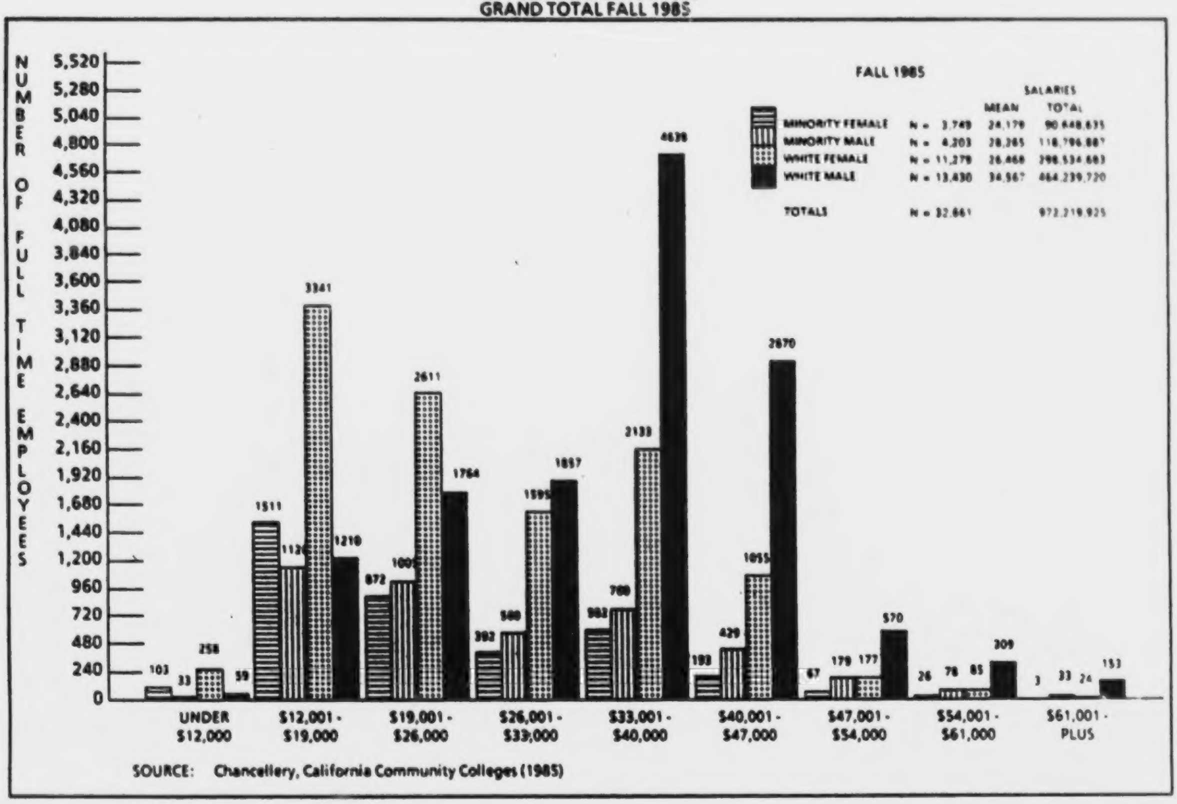
CHANCELLOR'S OFFICE
CALIFORNIA COMMUNITY COLLEGES
STAFF DATA SYSTEM

COMMUNITY COLLEGE SYSTEM

FULL TIME EMPLOYEES
1983-85 SEPARATIONS/NEW HIRES/PROMOTIONS AND 1985 REPORTED STAFF BY POSITION CATEGORY

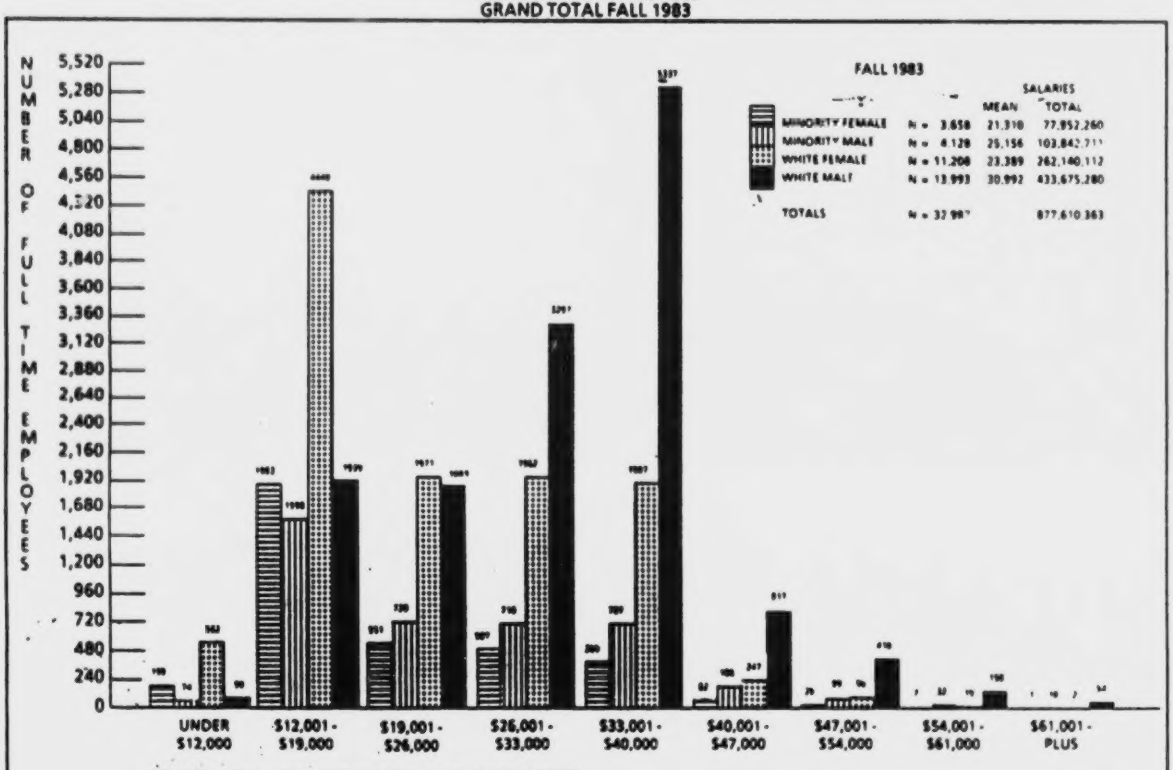
POSITION CATEGORY	TOTAL POSI- TIONS	TOTAL MALES	TOTAL FEMALES	NON - HISPANIC											
				WHITE		BLACK		HISPANIC		ASIAN/PAC. ISLANDER		FILIPINO		AMER IND/ AL NATIVE	
				M	F	M	F	M	F	M	F	M	F	M	F
EXEC/ADMIN/MGT															
1983-85 SEPARATIONS	634	446	188	364	145	25	17	43	14	10	7	2		2	5
1983-85 NEW HIRES	283	174	109	124	92	22	5	22	4	4	4	2			4
1983-85 PROMOTIONS	294	194	100	153	79	19	10	18	9	2	2			2	
1985 REPORTED STAFF	2,284	1,630	654	1,252	517	147	71	158	28	49	29	10	3	14	6
FACULTY															
1983-85 SEPARATIONS	3,073	1,792	1,281	1,606	1,075	41	84	89	68	40	39	1	5	15	10
1983-85 NEW HIRES	1,206	617	589	520	483	36	36	29	33	26	30	2	3	4	4
1983-85 PROMOTIONS	373	236	137	175	99	34	19	17	9	8	9	1	1	1	
1985 REPORTED STAFF	14,395	9,374	5,021	8,152	4,106	393	345	504	274	251	231	18	35	56	30
PROF/NON-FACULTY															
1983-85 SEPARATIONS	344	157	187	107	131	16	17	16	15	12	16	6	8		
1983-85 NEW HIRES	184	74	110	49	75	5	11	12	8	6	9	2	7		
1983-85 PROMOTIONS	98	39	59	26	38	4	12	6	4	3	3		2		
1985 REPORTED STAFF	1,947	971	976	662	691	96	115	125	78	54	65	28	23	6	4
SECTY/CLERICAL															
1983-85 SEPARATIONS	2,126	147	1,979	74	1,367	21	231	29	233	10	91	11	40	2	17
1983-85 NEW HIRES	1,575	153	1,422	82	989	22	127	18	175	11	78	17	25	3	28
1983-85 PROMOTIONS	682	29	653	18	470	3	34	4	94	1	41	3	9		5
1985 REPORTED STAFF	6,577	436	6,141	224	4,354	66	587	70	693	33	330	36	129	7	48
TECH/PARAPROF															
1983-85 SEPARATIONS	969	436	533	331	409	36	26	38	52	23	36	4	4	4	6
1983-85 NEW HIRES	681	322	359	236	268	17	19	24	35	31	26	9	4	5	7
1983-85 PROMOTIONS	315	115	200	75	146	12	8	20	27	7	15	1	3		1
1985 REPORTED STAFF	2,757	1,281	1,476	956	1,122	89	75	130	155	80	99	16	17	10	8
SKILLED CRAFTS															
1983-85 SEPARATIONS	209	186	23	137	17	16		22	5	6		3	1	2	
1983-85 NEW HIRES	126	112	14	87	11	6	1	9	2	5		3		2	
1983-85 PROMOTIONS	67	62	5	41	5	4		15		1				1	
1985 REPORTED STAFF	765	718	47	555	42	39	4	84	1	25		6		9	
SERVICE/MAINT															
1983-85 SEPARATIONS	1,131	925	206	519	136	196	42	153	20	25	6	17		15	2
1983-85 NEW HIRES	743	608	135	327	89	100	15	119	22	39	1	11	2	12	6
1983-85 PROMOTIONS	252	215	37	114	30	31	4	50	3	4		12		4	
1985 REPORTED STAFF	3,933	3,220	713	1,627	447	653	150	678	85	146	18	82	6	34	7
GRAND TOTAL															
1983-85 SEPARATIONS	8,483	4,086	4,397	3,136	3,280	351	417	390	407	125	195	44	58	40	40
1983-85 NEW HIRES	4,798	2,060	2,738	1,425	2,007	208	214	233	279	122	148	46	41	26	49
1983-85 PROMOTIONS	2,081	890	1,191	602	867	107	87	130	146	26	70	17	15	8	6
1985 REPORTED STAFF	32,661	17,633	15,028	13,430	11,279	1,483	1,347	1,749	1,314	639	772	196	213	136	103

CALIFORNIA COMMUNITY COLLEGES
DISTRIBUTION OF ANNUAL SALARY BY SEX AND MINORITY/MAJORITY
ALL FULL-TIME EMPLOYEES
GRAND TOTAL FALL 1985



SOURCE: Chancellery, California Community Colleges (1985)

CALIFORNIA COMMUNITY COLLEGES
DISTRIBUTION OF ANNUAL SALARY BY SEX AND MINORITY/MAJORITY
ALL FULL-TIME EMPLOYEES
GRAND TOTAL FALL 1983



SOURCE: Chancellery, California Community Colleges (1983)

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COMMUNITY COLLEGE SYSTEM

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
EXEC/ADMIN/MGT															
MINORITY FEMALE			2	10	19	28	50	25	2	1			137	46,804	6,412,215
MINORITY MALE		3	14	27	29	66	130	76	21	11		1	378	48,136	18,195,406
WHITE FEMALE		9	28	70	85	103	113	85	16	7	1		517	43,738	22,612,725
WHITE MALE	3	1	14	76	107	228	387	284	110	30	6	6	1,252	49,930	62,512,803
TOTAL	3	13	58	183	240	425	680	470	149	49	7	7	2,284	48,044	109,733,149
FACULTY															
MINORITY FEMALE	2	13	75	219	455	136	14	1					915	34,650	31,704,701
MINORITY MALE		6	52	254	587	285	38						1,222	36,340	44,408,053
WHITE FEMALE	11	62	313	1,011	1,788	876	45						4,106	34,854	143,109,231
WHITE MALE	3	31	256	1,126	4,159	2,423	140	14					8,152	37,310	304,149,117
TOTAL	16	112	696	2,610	6,989	3,720	237	15					14,395	36,358	523,371,097
PROF/NON-FACULTY															
MINORITY FEMALE		13	63	83	97	26	3						285	31,346	8,933,533
MINORITY MALE		10	44	71	96	76	10	2					309	34,389	10,626,269
WHITE FEMALE	6	46	115	204	230	71	19						691	31,417	21,709,059
WHITE MALE	1	10	55	123	225	195	41	11	1				662	36,989	24,486,395
TOTAL	7	79	277	481	648	368	73	13	1				1,947	33,773	65,755,286
SECTY/CLERICAL															
MINORITY FEMALE	46	1,184	514	39	3	1							1,787	17,893	31,974,583
MINORITY MALE	1	141	64	6									212	17,944	3,804,146
WHITE FEMALE	105	2,572	1,517	153	6	1							4,354	18,356	79,923,123
WHITE MALE	6	129	69	15	4	1							224	19,152	4,290,024
TOTAL	158	4,026	2,164	213	13	3							6,577	18,244	119,991,876
TECH/PARAPROF															
MINORITY FEMALE	18	125	164	37	8	2							354	20,368	7,210,198
MINORITY MALE	5	90	155	60	13	1	1						325	22,233	7,225,828
WHITE FEMALE	29	402	525	142	21	3							1,122	20,720	23,248,354
WHITE MALE	20	240	428	191	61	15	1						956	23,017	22,004,659
TOTAL	72	857	1,272	430	103	21	2						2,757	21,650	59,689,039
SKILLED CRAFTS															
MINORITY FEMALE		3	2										5	17,519	87,596
MINORITY MALE	1	15	72	57	18								163	25,407	4,141,314
WHITE FEMALE	2	18	17	4	1								42	19,581	822,393
WHITE MALE	2	46	256	189	55	7							555	25,870	14,357,686
TOTAL	5	82	347	250	74	7							765	25,371	19,408,989
SERVICE/MAINT															
MINORITY FEMALE	37	173	52	4									266	16,262	4,325,809
MINORITY MALE	26	861	604	85	17	1							1,594	19,069	30,395,871
WHITE FEMALE	105	232	96	11	2	1							447	15,906	7,109,768
WHITE MALE	24	753	686	137	27	1	1						1,629	19,913	32,439,041
TOTAL	192	2,019	1,438	237	46	3	1						3,936	18,870	74,270,489
GRAND TOTAL															
MINORITY FEMALE	103	1,511	872	392	582	193	67	26	2	1			3,749	24,179	90,648,635
MINORITY MALE	33	1,126	1,005	560	760	429	179	78	21	11		1	4,203	28,265	118,796,887
WHITE FEMALE	258	3,341	2,611	1,595	2,133	1,055	177	85	16	7	1		11,279	26,468	298,534,683
WHITE MALE	59	1,210	1,764	1,857	4,638	2,870	570	309	111	30	6	6	13,430	34,567	464,239,720
TOTAL	453	7,188	6,252	4,404	8,113	4,547	993	498	150	49	7	7	32,661	29,767	972,219,925

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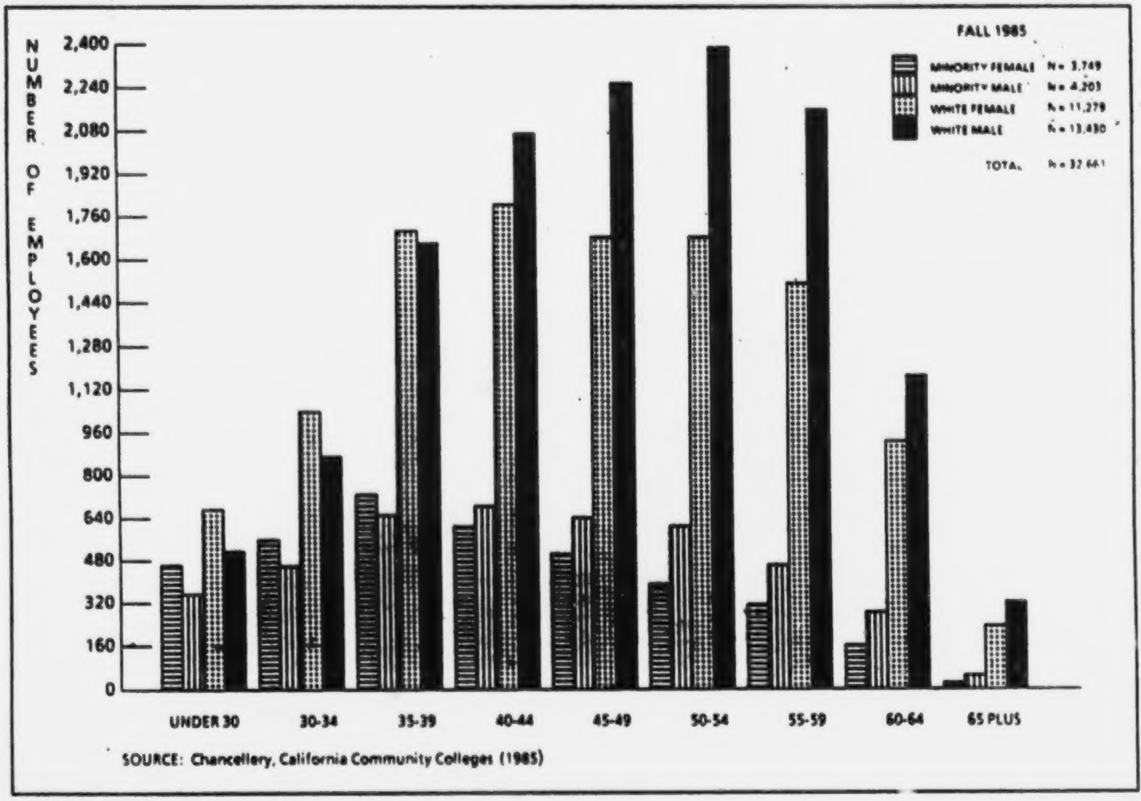
COMMUNITY COLLEGE SYSTEM

FULL-TIME EMPLOYEES - FALL 1983
PERCENT DISTRIBUTION OF ANNUAL SALARY PER SCHEDULE PLUS STIPENDS

POSITION	UNDER 12000	12001 -19000	19001 -26000	26001 -33000	33001 -40000	40001 -47000	47001 -54000	54001 -61000	61001 -68000	68001 -75000	75001 -82000	82001 PLUS	NO.	MEAN SALARY	TOTAL SALARIES
ADMIN/EXEC/MGT															
MINORITY FEMALE	1	1	3	19	36	49	27	7	1				144	41,416	5,963,889
MINORITY MALE		3	19	38	54	132	80	32	9	1			368	43,005	15,825,901
WHITE FEMALE		17	59	84	101	122	90	18	2				493	38,084	18,775,416
WHITE MALE		11	54	127	214	379	372	144	43	8	1	2	1,355	44,329	60,065,533
TOTAL	1	32	135	268	405	682	569	201	55	9	1	2	2,360	42,640	100,630,739
FACULTY															
MINORITY FEMALE	18	33	136	383	303	27	1						901	30,360	27,354,530
MINORITY MALE	2	14	104	479	536	44	5						1,184	32,495	38,473,867
WHITE FEMALE	44	178	578	1,586	1,655	98	7						4,146	30,789	127,651,230
WHITE MALE	22	86	544	2,675	4,807	358	36						8,528	33,380	284,663,675
TOTAL	86	311	1,362	5,123	7,301	527	49						14,759	32,397	478,143,302
PROF/NON-FACULTY															
MINORITY FEMALE	2	32	88	81	46	6							255	26,602	6,783,498
MINORITY MALE		20	75	93	98	12	4						302	30,155	9,106,861
WHITE FEMALE	6	80	192	218	147	26	1	1					671	27,800	18,653,825
WHITE MALE		33	117	196	271	76	10	6					709	32,500	23,042,517
TOTAL	8	165	472	588	562	120	15	7					1,937	29,730	57,586,701
SECTY/CLERICAL															
MINORITY FEMALE	84	1,467	194	9	2								1,756	15,937	27,985,633
MINORITY MALE	13	163	22	4									202	16,239	3,280,344
WHITE FEMALE	279	3,282	747	28									4,336	16,315	70,741,307
WHITE MALE	10	147	48	9									214	17,371	3,717,327
TOTAL	386	5,059	1,011	50	2								6,508	16,245	105,724,611
TECH/PARAPROF															
MINORITY FEMALE	22	186	102	15	1								326	17,895	5,833,915
MINORITY MALE	7	140	129	33	6								315	20,152	6,347,886
WHITE FEMALE	70	611	345	42	3								1,071	18,026	19,306,296
WHITE MALE	27	384	406	115	17	3							952	20,477	19,494,272
TOTAL	126	1,321	982	205	27	3							2,664	19,138	50,982,369
SKILLED CRAFTS															
MINORITY FEMALE		6	3										9	16,943	152,486
MINORITY MALE		44	86	43	7								180	22,950	4,130,948
WHITE FEMALE	8	33	11	2									54	16,235	876,684
WHITE MALE	4	105	311	123	21								564	23,085	13,020,149
TOTAL	12	188	411	168	28								807	22,528	18,180,267
SERVICE/MAINT															
MINORITY FEMALE	63	178	25		1								267	14,526	3,878,309
MINORITY MALE	52	1,214	285	20	6								1,577	16,916	26,676,904
WHITE FEMALE	155	239	39	2	1	1							437	14,040	6,135,354
WHITE MALE	35	1,173	403	52	7	1							1,671	17,757	29,671,807
TOTAL	305	2,804	752	74	15	2							3,952	16,792	66,362,374
GRAND TOTAL															
MINORITY FEMALE	190	1,903	551	507	389	82	28	7	1				3,658	21,310	77,952,260
MINORITY MALE	74	1,598	720	710	707	188	89	32	9	1			4,128	25,156	103,842,711
WHITE FEMALE	562	4,440	1,971	1,962	1,907	247	98	19	2				11,208	23,389	262,140,112
WHITE MALE	98	1,939	1,883	3,297	5,337	817	418	150	43	8	1	2	13,993	30,992	433,675,280
TOTAL	924	9,880	5,125	6,476	8,340	1,334	633	208	55	9	1	2	32,987	26,605	877,610,363

CALIFORNIA COMMUNITY COLLEGES
DISTRIBUTION BY AGE, SEX, MINORITY/MAJORITY
ALL FULL-TIME EMPLOYEES
GRAND TOTAL FALL 1985



SOURCE: Chancellery, California Community Colleges (1985)

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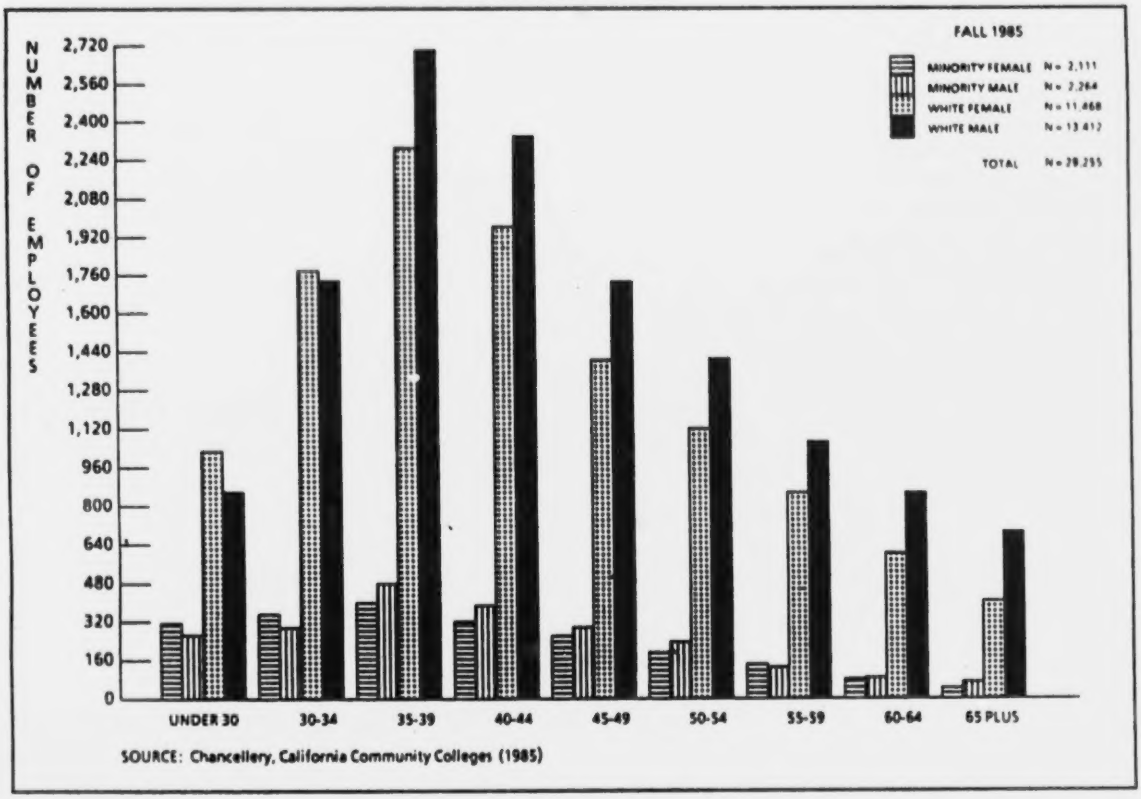
COMMUNITY COLLEGE SYSTEM

FULL-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE		1	10	25	28	32	19	16	3	3			137	5.90	45.6
MINORITY MALE	1		13	63	97	62	70	51	19	2			378	16.50	46.6
WHITE FEMALE		3	30	100	92	94	87	64	36	9	2		517	22.60	46.9
WHITE MALE		3	31	123	190	235	291	260	100	18	1		1,252	54.80	49.5
TOTAL	1	7	84	311	407	423	467	391	158	32	3		2,284	99.80	48.2
FACULTY															
MINORITY FEMALE	1	13	69	195	192	162	126	103	46	5	3		915	6.30	45.2
MINORITY MALE		7	52	185	260	254	223	130	85	22	3	1	1,222	8.40	47.2
WHITE FEMALE	1	54	271	634	837	706	664	523	317	89	7	1	4,106	28.50	47.0
WHITE MALE	2	56	249	854	1,375	1,566	1,655	1,400	759	206	20	2	8,152	56.60	49.2
TOTAL	4	130	641	1,868	2,664	2,688	2,668	2,166	1,207	322	33	4	14,395	99.80	48.1
PROF/NON-FACULTY															
MINORITY FEMALE	1	9	44	77	61	45	21	15	11	1			285	14.60	41.6
MINORITY MALE	2	11	29	67	57	49	51	21	17	5			309	15.80	44.3
WHITE FEMALE	4	18	70	134	106	101	107	93	40	16	2		691	35.40	45.6
WHITE MALE	3	12	39	103	106	87	103	123	74	11	1		662	34.00	47.9
TOTAL	10	50	182	381	330	282	282	252	142	33	3		1,947	99.80	45.6
SECTY/CLERICAL															
MINORITY FEMALE	110	236	329	324	255	190	160	102	75	5		1	1,787	27.10	39.3
MINORITY MALE	19	37	42	36	22	22	14	12	7	1			212	3.20	37.6
WHITE FEMALE	119	288	469	577	563	589	610	631	426	75	4	3	4,354	66.20	45.4
WHITE MALE	11	26	59	42	21	15	20	20	7	1	2		224	3.40	39.5
TOTAL	259	587	899	979	861	816	804	765	515	82	6	4	6,577	99.90	43.3
TECH/PARAPROF															
MINORITY FEMALE	14	35	83	65	41	34	26	24	11	1			354	12.80	38.6
MINORITY MALE	10	35	61	69	48	36	21	21	11	1			325	11.70	38.9
WHITE FEMALE	34	99	148	208	151	138	141	125	65	10	2	1	1,122	40.60	42.9
WHITE MALE	32	185	187	213	135	105	62	54	33	7	2	1	956	34.60	39.3
TOTAL	90	354	479	555	367	313	250	224	120	19	4	2	2,757	99.70	40.6
SKILLED CRAFTS															
MINORITY FEMALE		1	1		1	1	1						5	.60	40.0
MINORITY MALE	1	10	17	25	21	17	29	31	10	2			163	21.30	45.8
WHITE FEMALE	1	4	7	7	2	7	4	5	3	1		1	42	5.40	44.3
WHITE MALE	5	38	72	77	72	73	71	87	50	10			555	72.50	45.6
TOTAL	7	53	97	109	96	98	105	123	63	13		1	765	99.80	45.4
SERVICE/MAINT															
MINORITY FEMALE	8	15	23	44	32	39	34	30	17	4			266	6.70	45.3
MINORITY MALE	52	153	246	210	189	200	200	194	133	15	2		1,594	40.40	43.3
WHITE FEMALE	11	41	46	46	54	50	73	74	41	11			447	11.30	45.8
WHITE MALE	50	154	240	254	172	176	192	206	147	32	5	1	1,629	41.30	43.7
TOTAL	121	363	555	554	447	465	499	504	338	62	7	1	3,936	99.70	43.9
GRAND TOTAL															
MINORITY FEMALE	134	330	359	730	610	503	387	310	163	19	3	1	3,749	11.40	41.5
MINORITY MALE	85	273	460	655	686	640	600	460	282	48	5	1	4,203	12.80	44.3
WHITE FEMALE	170	507	1,041	1,706	1,805	1,685	1,606	1,517	928	211	17	6	11,279	34.50	45.8
WHITE MALE	103	414	877	1,666	2,071	2,257	2,394	2,158	1,170	285	31	4	13,430	41.10	47.5
TOTAL	492	1,524	2,937	4,757	5,172	5,085	5,075	4,445	2,543	563	56	12	32,661	99.80	45.8

CALIFORNIA COMMUNITY COLLEGES
DISTRIBUTION BY AGE, SEX, MINORITY/MAJORITY
ALL PART-TIME EMPLOYEES
GRAND TOTAL FALL 1985



SOURCE: Chancellery, California Community Colleges (1985)

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COMMUNITY COLLEGE SYSTEM

PART-TIME EMPLOYEES - FALL 1985
DISTRIBUTION BY AGE

POSITION	UNDER 24	24-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	OVER 69	AGE UNKNOWN	TOTAL	TOTAL PERCENT	MEAN AGE
EXEC/ADMIN/MGT															
MINORITY FEMALE				1	2	1	1						5	6.90	44.6
MINORITY MALE					1	1	1	1	1				5	6.90	51.2
WHITE FEMALE		1	1	3	7	3	1	3	2	2			23	31.90	47.2
WHITE MALE			1	2	4	5	7	6	10	2	2		39	54.10	53.7
TOTAL		1	2	6	14	10	10	10	13	4	2		72	99.80	50.8
FACULTY															
MINORITY FEMALE	9	106	236	282	245	185	136	102	53	23	7	4	1,388	5.50	42.2
MINORITY MALE	9	122	257	441	368	277	215	120	81	42	12	9	1,953	7.70	43.1
WHITE FEMALE	61	614	1,474	1,921	1,631	1,164	885	637	469	213	59	69	9,197	36.40	43.0
WHITE MALE	47	640	1,612	2,590	2,264	1,682	1,362	1,019	809	424	131	103	12,683	50.20	44.6
TOTAL	126	1,482	3,579	5,234	4,508	3,308	2,598	1,878	1,412	702	209	185	25,221	99.80	43.8
PROF/NON-FACULTY															
MINORITY FEMALE	1	13	18	20	7	8	6	4	3	2			82	19.40	39.3
MINORITY MALE	1	3	6	13	3	5	2		2				35	8.30	39.0
WHITE FEMALE		14	38	50	46	18	18	13	12	8			217	51.50	42.3
WHITE MALE	1	3	14	15	13	9	9	9	11	3			87	20.60	45.6
TOTAL	3	33	76	98	69	40	35	26	28	13			421	99.80	42.1
SECTY/CLERICAL															
MINORITY FEMALE	53	57	52	53	33	27	19	7	8	3			312	22.60	35.4
MINORITY MALE	31	11	6	6	3		4	2	1	1		1	66	4.80	31.1
WHITE FEMALE	60	77	106	147	132	105	111	108	58	15	3	5	927	67.40	43.0
WHITE MALE	18	11	7	9	6	2	3	6	3	3	1	1	70	5.00	37.7
TOTAL	162	156	171	215	174	134	137	123	70	22	4	7	1,375	99.80	40.4
TECH/PARAPROF															
MINORITY FEMALE	40	27	37	36	23	23	10	9	8			2	215	13.80	36.4
MINORITY MALE	30	37	22	11	12	7	7	2	2	2		1	133	8.50	33.0
WHITE FEMALE	52	110	135	152	119	91	66	43	29	10	6	4	817	52.50	39.7
WHITE MALE	44	68	82	74	38	24	23	14	15	6	1	1	390	25.00	36.8
TOTAL	166	242	276	273	192	145	106	68	54	18	7	8	1,555	99.80	37.9
SKILLED CRAFTS															
MINORITY FEMALE	1		3			1	3		1				9	15.70	42.3
MINORITY MALE	3	3	2	2				2					12	21.00	34.0
WHITE FEMALE		3	2	3	1	2		2			1		14	24.50	41.4
WHITE MALE	1	3	1	4	5	2	1	1	3	1			22	38.50	43.2
TOTAL	5	9	8	9	6	5	4	5	4	1	1		57	99.70	40.7
SERVICE/MAINT															
MINORITY FEMALE	4	3	8	8	10	16	16	20	9	4		2	100	18.00	48.8
MINORITY MALE	10.	8	8	9	6	7	7	3	1	1			60	10.80	37.8
WHITE FEMALE	9	29	28	17	27	25	39	50	34	14		1	273	49.20	47.0
WHITE MALE	14	17	22	13	9	6	7	13	9	6	4	1	121	21.80	41.6
TOTAL	37	57	66	47	52	54	69	86	53	25	4	4	554	99.80	45.1
GRAND TOTAL															
MINORITY FEMALE	108	206	354	400	320	261	191	142	82	32	7	8	2,111	7.20	40.8
MINORITY MALE	84	184	301	482	393	297	236	130	88	46	12	11	2,264	7.70	41.9
WHITE FEMALE	182	848	1,784	2,293	1,963	1,408	1,120	856	604	262	69	79	11,468	39.20	42.8
WHITE MALE	125	742	1,739	2,707	2,339	1,730	1,412	1,068	860	445	139	106	13,412	45.80	44.4
TOTAL	499	1,980	4,178	5,882	5,015	3,696	2,959	2,196	1,634	785	227	204	29,255	99.90	43.3

DEFINITIONS USED IN THE FEDERAL HIGHER EDUCATION STAFF INFORMATION (EEO-6) SURVEY

5. PRIMARY OCCUPATIONAL ACTIVITY

a. Executive, Administrative and Managerial

Include all persons whose assignments require *primary* (and major) responsibility for management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution department or subdivision, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment, and to direct the work of others. Report in this category all officers holding such titles as President, Vice President, Dean, Director, or the equivalent, as well as officers subordinate to any of these administrators with such titles as Associate Dean, Assistant Dean, Executive Officer of academic departments (chairmen, heads, or the equivalent) if their principal activity is administrative.

NOTE: Supervisory personnel of the technical, clerical, craft, and service/maintenance force will be reported within the specific categories of the personnel they supervise.

b. Faculty

Include all persons whose specific assignments customarily are made for the purpose of conducting instruction, research, or public service as a principal activity (or activities), and who hold academic-rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any one of these academic ranks. Report in this category Deans, Directors, or the equivalents, as well as Associate Deans, Assistant Deans, and executive officers of academic departments(chairpersons, heads, or the equivalent) if their principal activity is instructional. Do not include student teaching or research assistants.

c. Professional Non-Faculty

Include in this category persons whose assignments would require either college graduation or experience of such kind and amount as to provide a comparable background. Included would be all staff members with assignments requiring specialized professional training who should not be reported under Activity 1 (Executive) or Activity 2 (Faculty), and who should not be classified under any of the four "nonprofessional" categories of activities.

d. Clerical and Secretarial

Include all persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature. Include personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmers) and/or information and other paper work required in an office, such as bookkeepers, stenographers, clerk typists, office-machine operators, statistical clerks, payroll clerks, etc. Include also sales clerks such as those employed full time in the bookstore, and library clerks who are not recognized as librarians.

e. Technical and Paraprofessionals

Include all persons whose assignments require specialized knowledge or skills which may be acquired through experience or academic work such as is offered in many 2-year technical institutes, junior colleges or through equivalent on-the-job training. Include computer programmers and operators, drafters, engineering aides, junior engineers, mathematical aides, licensed, practical or vocational nurses, dietitians, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical sciences), and similar occupations not properly classifiable in other occupational-activity categories but which are institutionally defined as technical assignments.

Include persons who perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept.

f. Skilled Crafts

Include all persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Include mechanics and repairers, electricians, stationary engineers, skilled machinists, carpenters, compositors and type-setters.

g. Service/Maintenance

Include persons whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties which result in or contribute to the comfort, convenience and hygiene of personnel and the student body or which contribute to the upkeep and care of buildings, facilities or grounds of the institutional property. Include chauffeurs, laundry and dry cleaning operatives, cafeteria and restaurant workers, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners and groundskeepers, refuse collectors, construction laborers, security personnel.

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